

ព្រះរាជាណាចក្រកម្ពុជា
Kingdom of Cambodia



អង្គការសហប្រជាជាតិកម្ពុជា
United Nations in Cambodia

UNITED NATIONS DEVELOPMENT ASSISTANCE FRAMEWORK (UNDAF)

2016 2018



APRIL 2015

CONTENTS

ACRONYMS AND ABBREVIATIONS	IV
EXECUTIVE SUMMARY	VII
PREAMBLE	IX
1. INTRODUCTION	1
2. SUMMARY OF COUNTRY CONTEXT	5
2.1 INCLUSIVE GROWTH AND SUSTAINABLE DEVELOPMENT	6
2.2 SOCIAL DEVELOPMENT, SOCIAL PROTECTION AND HUMAN CAPITAL	8
2.3 GOVERNANCE AND HUMAN RIGHTS	10
2.4 CROSS CUTTING ISSUES.....	12
2.5 UN RESPONSE TO NATIONAL DEVELOPMENT PRIORITIES	13
3. UNDAF RESULTS	15
3.1 INCLUSIVE GROWTH AND SUSTAINABLE DEVELOPMENT	15
3.2 SOCIAL DEVELOPMENT, SOCIAL PROTECTION AND HUMAN CAPITAL	18
3.3 GOVERNANCE AND HUMAN RIGHTS	21
4. ESTIMATED RESOURCES REQUIREMENTS	25
5. IMPLEMENTATION ARRANGEMENTS	27
5.1 COORDINATION MECHANISMS.....	28
6. MONITORING AND EVALUATION.....	31
6.1 MONITORING AND EVALUATION CALENDAR	32
7. ANNEXES	37
7.1 ANNEX 1: UNDAF RESULTS MATRIX.....	38
7.2 ANNEX 2: MATRIX OF SELECTED UN HUMAN RIGHTS MECHANISM RECOMMENDATIONS.....	54



ACRONYMS AND ABBREVIATIONS

ADB	Asian Development Bank
AIDS	Acquired Immunodeficiency Syndrome
ANC4	Four or more antenatal care visits
ART	Antiretroviral Treatment
AVSF	Agronomes et Vétérinaires Sans Frontières
CAMFEBA	Cambodian Federation of Employers and Business Associations
CARD	Council for Agricultural and Rural Development
CBHI	Community-Based Health Insurance
CCC	Cooperation Committee for Cambodia
CDC	Council for the Development of Cambodia
CDHS	Cambodia Demographic and Health Survey
CEDAC	Cambodian Centre for Study and Development in Agriculture
CEDAW	Convention on the Elimination of All Forms of Violence against Women
CelAgrid	Centre for Livestock and Agriculture Development
CFS	Child-Friendly Schools
CI	Conservation International
CMDG	Cambodian Millennium Development Goals
CNCW	Cambodian National Council for Women
CPI	Country Policy and Institutional Assessment
CRC	Convention on the Rights of the Child
CSE	Comprehensive Sexuality Education
CSES	Cambodia Socio-Economic Survey
CSO	Civil Society Organization
CQF	Cambodia Qualifications Framework
DANIDA	Danish International Development Agency
D & D	Decentralization and Deconcentration
DP	Development Partner
DRR	Disaster Risk Reduction
ECCD	Early Childhood Care and Development
ECR	Education Congress Report
EFA	Education For All
EII	Employment Injury Insurance
EMIS	Education Management Information System
EmONC	Emergency Obstetric and Newborn Care
ESP	Education Strategic Plan

EU	European Union	M&E	Monitoring and Evaluation
FAO	United Nations Food and Agriculture Organization	MEF	Ministry of Economy and Finance
FFI	Flora and Fauna International	MoC	Ministry of Commerce
FSN	Food Security and Nutrition	MIH	Ministry of Industry and Handicraft
GDP	Gross Domestic Product	MME	Ministry of Mines and Energy
GIZ	German Agency for International Cooperation (in English)	MMR	Maternal Mortality Rate
GMAG	Gender Mainstreaming Action Group	MoEYS	Ministry of Education, Youth and Sports
GRET	Group for Research and Technology Exchanges	MoH	Ministry of Health
HACT	Harmonized Approach to Cash Transfer	Mol	Ministry of Interior
HEF	Health Equity Fund	MoLMUPC	Ministry of Land Management, Urban Planning and Construction
HDI	Human Development Index	MoLVT	Ministry of Labour and Vocational Training
HIV	Human Immunodeficiency Virus	MoP	Ministry of Planning
HKI	Hellen Keller International	MoSAVY	Ministry of Social Affairs, Veteran and Youth Rehabilitation
HMIS	Health Management Information System	MoT	Ministry of Tourism
HRBA	Human Rights-Based Approach	MoWA	Ministry of Women's Affairs
HSS	HIV Sentinel Surveillance	MoWRAM	Ministry of Water Resources and Meteorology
IAEA	International Atomic Energy Agency	MPI	Multidimensional Poverty Index
ICCPR	International Covenant on Civil and Political Rights	MPWT	Ministry of Public Works and Transportation
IFAD	International Fund for Agricultural Development	MRD	Ministry of Rural Development
ILO	International Labour Organization	NCCT-MWG	National Committee for Counter Trafficking Migration Working Group
IMR	Infant Mortality Rate	NCD	Non-Communicable Diseases
IOM	International Organization for Migration	NCDD	National Committee for sub-national Democratic Development
IUCN	International Union for Conservation of Nature	NCHADS	National Centre for HIV/AIDS, Dermatology and STD
JICA	Japan International Cooperation Agency	NCMCH	National Centre for Maternal and Child Health
JUTH	Joint UN Team on HIV/AIDS	NEC	National Election Committee
KOICA	Korea International Cooperation Agency	NSDP	National Strategic Development Plan
LDC	Least Developed Country	NIS	National Institute of Statistics
LGBT	Lesbian, Gay, Bisexual and Transgender People	NSSF	National Social Security Fund
LJR	Legal and Judicial Reform	NTWG	National Technical Working Group
LM	Line Ministry	ODA	Overseas Development Assistance
LMIC	Low Middle Income Country	OMT	Operations Management Team
MAFF	Ministry of Agriculture, Forestry and Fisheries	PADEX	Partnership for Development in Kampuchea
MDG	Millennium Development Goal		

ACRONYMS AND ABBREVIATIONS

PMTCT	Prevention of Mother-to-Child Transmission of HIV	UNCT	United Nations Country Team
QCPR	Quadrennial Comprehensive Policy Review	UNDAF	United Nations Development Assistance Framework
RACHA	Reproductive and Child Health Alliance	UNDESA	United Nations Department of Economic and Social Affairs
RECOFTC	Regional Community Forestry Training Centre for Asia and the Pacific	UNDG	UN Development Group
RBM	Results-Based Management	UNDMT	UN Disaster Management Team
RGC	Royal Government of Cambodia	UNDP	United Nations Development Programme
RS	Rectangular Strategy	UNEP	United Nations Environment Programme
SDC	Swiss Agency for Development and Cooperation	UNESCO	United Nations Educational, Scientific and Cultural Organization
SDG	Sustainable Development Goal	UN-HABITAT	United Nations Human Settlements Programme
SHI	Social Health Insurance	UNHCR	Office of the United Nations High Commissioner for Refugees
Sida	Swedish International Development Cooperation (in English)	UNFPA	United Nations Population Fund
SME	Small and Medium Enterprise	UNICEF	United Nations Children's Fund
SNF	Specialized Nutritious Food	UNIDO	United Nations Industrial Development Organization
SNV	Netherlands Development Organization (in English)	UNODC	United Nations Office on Drugs and Crime
SOGI	Sexual Orientation and Gender Identity	UNOHCHR	United Nations Office of the High Commissioner for Human Rights
SOP	Standard Operating Procedure	UNOPS	United Nations Office for Project Services
SPW	Strategic Prioritization Workshop	UPR	Universal Periodic Review
SRHR	Sexual Reproductive Health and Rights	UNRC	UN Resident Coordinator
SSDM	Social Services Delivery Mechanism	UNRCO	Office of the UN Resident Coordinator
STD	Sexually Transmitted Diseases	USAID	United States Agency for International Development
TRIPS	Trade-Related Aspects of Intellectual Property Rights	UNTGG	UN Theme Group on Gender
TVET	Technical and Vocational Education and Training	UNV	United Nations Volunteers
TVETMIS	Technical and Vocational Education and Training Management Information System	UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
TWG	Technical Working Group	U5MR	Under 5 Mortality Rate
UN	United Nations	WASH	Water, Sanitation and Hygiene
UAG	UNDAF Advisory Group	WB	World Bank
UNAIDS	Joint United Nations Programme on HIV/AIDS	WFP	World Food Programme
UNCAC	United Nations Convention Against Corruption	WHO	World Health Organization
UNCDF	United Nations Capital Development Fund	WTO	World Trade Organization
UNCG	UN Communications Group	WVI	World Vision International
UNCMT	UN Crisis Management Team	WWF	World Wildlife Fund

EXECUTIVE SUMMARY

The United Nations Development Assistance Framework (UNDAF) 2016-2018 reflects the strategic orientation of the UN system in Cambodia. The UNDAF 2016-2018 is aligned to the Rectangular Strategy for Growth, Employment, Equity and Efficiency Phase III and the National Strategic Development Plan (NSDP) 2014-2018. With inclusive growth as its overarching development priority, the NSDP 2014-2018 articulates the principle aim of the Royal Government of Cambodia as that of “maintaining peace, political stability, security and social order to promote rule of law and protect human rights and dignity, and multi-party democracy; sustainable long-term equitable economic growth; and increased outreach, effectiveness, quality and credibility of public services.”¹

The UNDAF 2016-2018 narrative includes six sections: Introduction; Country Context; UNDAF Results; Estimated Resources Requirements; Implementation Arrangements; and Monitoring and Evaluation, including the UNDAF Results Matrix as an Annex.

The UNDAF was developed through an interactive, consultative process and has three mutually reinforcing outcome areas:

OUTCOME 1:

By 2018, people living in Cambodia, in particular youth, women and vulnerable groups, are enabled to actively participate in and benefit equitably from growth and development that is sustainable and does not compromise the well-being, natural and cultural resources of future generations.

OUTCOME 2:

By 2018, more people, especially vulnerable, poor and marginalized groups are equitably benefiting from and contributing to affordable, sustainable and quality social services and protection and have gained enhanced skills to achieve and contribute to social and human development.

OUTCOME 3:

By 2018, national and sub-national institutions are more transparent and accountable for key public sector reforms and rule of law, are more responsive to the inequalities in the enjoyment of human rights of all people living in Cambodia, and increase civic participation in democratic decision-making.

The UNDAF 2016-2018 is harmonized with the national planning process and will cover a three-year period, in line with the timeframe of the National Strategic Development Plan 2014-2018. It is shaped by the UN programming principles: Human rights-based approach, Gender equality, Environmental sustainability, Results-based management and Capacity development.

The UN System in Cambodia estimates that approximately \$US 260 million will be needed over the 2016-2018 period for the contribution of the UN to the three UNDAF outcomes.

Under the leadership of the UN Resident Coordinator, the UNCT will be responsible for the implementation and monitoring of the UNDAF 2016-2018 in partnership with the Royal Government of Cambodia and in collaboration with civil society and development partners.

¹ Royal Government of Cambodia (2014). National Strategic Development Plan 2014-2018. (Page 104).



PREAMBLE

The United Nations Country Team in Cambodia is committed to support the efforts of the Royal Government and the people of Cambodia to improve the life of all people living in Cambodia, especially those most excluded and vulnerable. We shall work closely with all stakeholders for the achievement of the Cambodia Millennium Development Goals and the preparation for the implementation of the Post-2015 development agenda, support major reforms and the realization of Human Rights. In pursuing these goals, we will ensure the transparent and accountable use of the resources made available to us for this purpose. Our collective endeavour is to assist all people living in Cambodia to build a just and fair society and to achieve social progress and better standard of living for all.


KEAT CHHON

**Permanent Deputy Prime Minister
First Vice Chairman
Council for the Development of Cambodia
Royal Government of Cambodia**



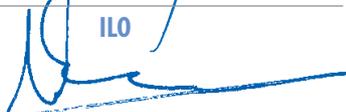
UNRC



IAEA



ILO



UNCDF



UNEP



UNFPA



UNHCR



UNIDO



UNOHCHR



UNV



WFP



FAO



IFAD



UNAIDS



UNDP



UNESCO



UN-HABITAT



UNICEF



UNODC



UNOPS

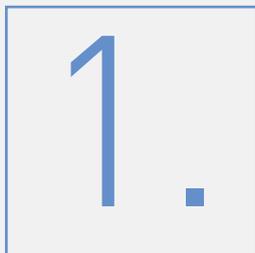


UN WOMEN



WHO





INTRODUCTION

The United Nations Development Assistance Framework (UNDAF) 2016-2018 reflects the strategic orientation of the UN system in Cambodia. The UNDAF 2016-2018 is aligned to the Rectangular Strategy for Growth, Employment, Equity and Efficiency Phase III (hereon: Rectangular Strategy III) and the National Strategic Development Plan (NSDP) 2014-2018. With inclusive growth as its overarching development priority, the NSDP 2014-2018 articulates the principle aim of the Royal Government of Cambodia as that of “maintaining peace, political stability, security and social order to promote rule of law and protect human rights and dignity, and multi-party democracy; sustainable long-term equitable economic growth; and increased outreach, effectiveness, quality and credibility of public services.”

The UNDAF 2016-2018 has been developed in partnership with the Royal Government of Cambodia (RGC) and in consultation with civil society and key development partners, in accordance with the principles of the Paris Declaration on Aid Effectiveness and the Busan Partnership Agreement and in line with the UN General Assembly’s Quadrennial Comprehensive Policy Review (QCPR).

A common country assessment was conducted at the first stage of the UNDAF development process to inform the strategic planning of the UNDAF 2016-2018. This was based on a review of existing analysis and data, drawing mainly on government sources. The assessment captured the need for the UN to adjust its support to the changes implicated by Cambodia’s transition towards reaching Lower Middle Income Country status in the coming years; to sharpen its focus on equitable growth and social development against a backdrop of rapid social transformation and related emerging vulnerabilities; and to actively support decentralization and local governance as a means to strengthen pro-poor and gender-sensitive sustainable and inclusive growth and development at the local level. Further, the common country assessment highlighted the importance of UN technical assistance to policy development; coherent approaches to programming in support of aid effectiveness and national

ownership; and involvement of civil society in development processes, leveraging civil society expertise in reaching the most vulnerable groups.

As part of the country analysis, the UNCT carried out consultations with stakeholders to determine its comparative advantage in country and to solicit inputs on national development priorities and opportunities for collaboration and partnership. These consultations identified broad based partnerships across sectors; expertise in development assistance; human rights; and good understanding on the country context as comparative advantages of the UN in Cambodia. Other areas of consensus included the UN's ability to convene and facilitate dialogues with diverse stakeholders in a neutral and impartial manner. The UNCT also conducted the UN Gender Scorecard exercise, which recommended strengthening UN capacities vis-à-vis support to sectoral gender integrated and gender targeted interventions.

In partnership with the Royal Government of Cambodia, and with facilitation from the UN system Staff College, a Strategic Prioritisation Workshop (SPW) was convened by the UNCT in May 2014 to build consensus on how the UN is best suited to support national development priorities. The SPW brought together a total of 65 senior government officials from 28 Ministries/Government bodies, along with 18 UN Heads of Agency and representatives, and representatives from civil society (including youth), development partner organisations and the private sector. At the SPW, the key findings from the common country assessment and potential areas of UN collaboration with the Royal Government of Cambodia were reviewed and discussed. The following UNDAF outcome statements were agreed upon with Human Rights, Gender Equality, Youth and Environmental Sustainability as cross cutting issues:

UNDAF Outcome #1

By 2018, people living in Cambodia, in particular youth, women and vulnerable groups, are enabled to actively participate in and benefit equitably from growth and development that is sustainable and does not compromise the well-being, natural and cultural resources of future generations.

UNDAF Outcome #2

By 2018, more people, especially vulnerable, poor and marginalized groups, are equitably benefiting from and contributing to affordable, sustainable and quality social services and protection, and have gained enhanced skills to achieve and contribute to social and human development.

UNDAF Outcome #3

By 2018, national and sub-national institutions are more transparent and accountable for key public sector reforms and rule of law, are more responsive to the inequalities in the enjoyment of human rights of all people living in Cambodia, and increase civic participation in democratic decision-making.

Multi-agency Outcome Groups were formed for each of the three outcome areas to elaborate specific key areas of cooperation and key results areas (ref: Chapter 3 and Annex 1). This exercise stemmed from the close partnership of the UN with the government, including through existing coordination mechanisms such as Technical Working Groups (TWGs). At the final stage, a dedicated consultation was convened with the government to validate the final draft, on 27 November 2014.

The preparation of the UNDAF 2016-2018 built on lessons learnt from previous UNDAF cycles, followed the standard guidelines of the UN Development Group (UNDG) aimed at ensuring coherence, quality and focus of UN responses to national priorities, including through the five UN programming principles: Human Rights-Based Approach, Gender Equality, Environmental Sustainability, Results-Based Management and Capacity Development. Application of these principles will be assessed through UNDAF monitoring, reporting and evaluation activities.

² Royal Government of Cambodia (2014). *National Strategic Development Plan 2014-2018*. (Page 104).





2.

SUMMARY OF COUNTRY CONTEXT

Structure of Chapter 2:

This chapter provides an analysis of the situation in country vis-à-vis the UNDAF 2016-2018 outcome areas and cross-cutting issues; and presents the planned UN approach to responding to these challenges in the 3-year UNDAF period. The analysis draws on the common country assessment, which is based on a review of existing analysis and data, drawing mainly on government data and policy documents³.

Cambodia has gone through significant socio-economic changes in the past decade. Robust economic growth has resulted in impressive gains in decreasing poverty, and Cambodia's performance in human development has improved, standing at 0.584 in 2013⁴. The country has made notable progress on many of the Cambodian Millennium Development Goals (CMDG) targets, yet challenges remain in some critical areas, including in post primary education, particularly for girls; youth literacy; children's and women's health and nutrition; gender equality; and environmental sustainability⁵. These will require continued and accelerated efforts with a focus on the most vulnerable groups⁶ and those left behind.

The Cambodian economy has rapidly evolved towards intensive commercial farming and urban-based manufacturing and services. Migration for better prospects of employment has become increasingly common, particularly among youth, and is rapidly redefining the social structure of rural society and households, with elderly people becoming primary care providers for children whose parents have migrated. Cambodian people have become more vocal with their expectations and demands for more inclusive and equitable growth and

³ An extensive list of data and policy documents used for the common country assessment is available through the Office of the UN Resident Coordinator.

⁴ UNDP (2014). *Sustaining Human Progress: Reducing Vulnerabilities and Building Resilience. Explanatory note on the 2014 Human Development Report composite indices. Cambodia.*

⁵ Ministry of Planning (2013). *Annual progress report 2013: Achieving the Millennium Development Goals. Phnom Penh: Royal Government of Cambodia.*

⁶ Including women, orphans and vulnerable children, youth, the elderly, people living below or just above the poverty line, migrants, persons with disabilities, indigenous and minority groups, the landless, LGBT

development, building on the momentum created by the 2013 national elections, with women and youth at the forefront of remonstrations. These interrelated changes are taking place as Cambodia prepares to integrate more closely within ASEAN economically in 2015, while expecting to reach lower middle-income status in the near future. Concerns such as skill development, social justice, equity, the quality and scaling up of public services, transparency and environmental stewardship have emerged as key priorities to achieving sustained economic and social development and social cohesion.

With good governance at its centre, the Rectangular Strategy Phase III (RS III), 2013-2018, of the Royal Government of Cambodia identifies four priority areas for addressing social, economic and human development challenges: capacity building and human resources development, development of physical infrastructure, promotion of the agricultural sector, and private sector development and employment. Economic growth, job creation, equitable redistribution, and effective public institutions and resource management are presented in the RS III by the RGC as the means for further pursuing and strengthening long-term sustainable development in country, with an annual target of 7 percent GDP growth.

2.1 INCLUSIVE GROWTH AND SUSTAINABLE DEVELOPMENT

The Cambodian economy has continued to benefit from high GDP growth rates over the past decade, which has been facilitated by a stable macroeconomic environment, the development of regulatory and policy frameworks, and private sector investment in and the strong performance of key sectors, particularly agriculture, but also garment industry, tourism and construction. This growth has led to significant improvements in eradicating extreme poverty and hunger (CMDG 1), including a dramatic decline in poverty from roughly 47.2 percent in 2007 to 18.6 percent in 2012⁷. As measured by the Gini coefficient, overall inequality has decreased from 0.411 in 2007 to 0.313 in 2011⁸. However, regional, gender and age disparities remain, and the distribution of the benefits of economic growth have been inconsistent, unpredictable and unequal. Government budget formulation and implementation has also improved through better revenue collection and management.

These significant achievements demonstrate the country's dynamic capacity to promote economic growth and the effective management by the RGC's response to the impacts of the Global Financial Crisis 2008-2009 and the food and fuel price crises in 2008.

The country has further growth potential through its rich natural resources and agricultural base, geographic location, and its young, growing population. Over two-thirds of Cambodians are aged 10-24 years and today, the largest number of young people is available to contribute to the country's growth than has ever been the case before. Decent work creation is a priority in Cambodia, particularly for women, who are more likely than men to remain in vulnerable employment (70 percent females; 59 percent males) and who continue to be concentrated in lower-skilled occupations and informal, often unpaid, work⁹.

As demonstrated by government data, poverty is highest in rural areas where the vast majority of Cambodia's population resides, with the highest rates recorded in the North-Eastern provinces where indigenous communities mainly dwell, and the lowest in Phnom Penh¹⁰. While poverty and income inequality have decreased over the past decade, the sustainability of Cambodia's gains in poverty reduction are precarious as a large proportion of the Cambodian population subsists at income levels just above the poverty line and is highly vulnerable to shock, such as climate change-induced natural disasters, protracted illness and rising food prices. Social protection coverage for poor and vulnerable households is limited.

Cambodia's economic growth is narrowly based and focused on low-skilled labour-intensive production in the garment industry, agriculture, tourism and construction. While garments dominate Cambodian exports, the agricultural sector provides employment for the majority of the population, of which the vast majority is involved in subsistence farming. The country has become a net rice exporter and infrastructure required for agriculture has advanced rapidly, yet agriculture continues to be challenged by low productivity with high post-harvest losses, low level of diversification and insufficient access to markets. In addition, gaps in food safety and other quality and health standards; limited use of modern technology; insufficient level of private investment and unsustainable use of forestry and fishery resources; limited access to arable land due to unclear tenure rights, land mines and unexploded ordinances; landlessness for a significant proportion of the rural



population; and vulnerability to natural disasters and climate change present challenges to agricultural productivity, sustainable resource management and poverty reduction in the long-term.

Cambodia's rapid economic development is having far-reaching impacts on its environment and natural resource base, and the CMDG targets on environment and forest protection remain continued issues of concern. The Cambodian economy is extremely vulnerable to the impacts of climate change as it is structured around climate-sensitive sectors, including agriculture, livestock, fisheries, forestry and tourism. Climate change-driven events and natural disasters, such as periodic flooding and droughts, largely affect the same geographical areas over the years, creating repeated setbacks in the livelihoods and living conditions of people in these areas and threatening the livelihood of current and future generations. Its impacts, including on food, nutrition and health, vary according to income and between men and women, boys and girls, and call for pro-poor, gender-sensitive mitigation and adaptation strategies.

Economic growth in neighbouring countries and in Cambodian cities has led to significant emigration and rural-urban migration, particularly among youth. Closer linkages between development and employment opportunities are needed, especially at subnational level and for youth, along with well-established and accessible networks of basic services, advancing access of poor and vulnerable groups to these services.

Cambodia's growing economy will be likely accompanied by its deeper integration into regional and global economic and trade systems. Due to its narrow base, the Cambodian economy is vulnerable to external shocks. Cambodia ranks 133rd out of 185 economies in

the World Bank's overall Ease of Doing Business index, and there is a need to strengthen the business environment in order to enhance opportunities for private sector development, including for micro and small enterprises, a significant proportion of which remain in the informal sector and are owned by women.

Graduation from Least Developed Country (LDC) category is a priority on the RGC's reform agenda to position the country in the region and globally, and to bring a wider scope of development opportunities for the country. In order to sustain growth and development outcomes, it will be critical to ensure resources and capacities are in place to manage this process, investing in education, health, social protection and in public sector management and finance, as well as in infrastructure. As nine out of ten poor people live in rural areas and depend on the land for their daily subsistence, special attention needs to be given to rural areas, with the aims of improving productivity, including through investments in technology and services for farmers; creating economies of scale; creating farm and non-farm employment opportunities; and protecting and ensuring access of the poor and vulnerable to land. For some areas, legislative adaptation may also be necessary before graduation, for example, to secure Cambodia's long-term access to affordable generic drugs under WTO TRIPS flexibilities.

⁷ World Bank (2014). *Clear Skies. Cambodia Economic Update. October 2014*. Phnom Penh: World Bank Group; see also Ministry of Planning (2013). *Annual progress report 2013: Achieving the Millennium Development Goals*. Phnom Penh: Royal Government of Cambodia.

⁸ Ministry of Planning (2013). *Annual progress report 2013: Achieving the Millennium Development Goals*. Phnom Penh: Royal Government of Cambodia.

⁹ NIS, MOP (2012). *Cambodia Socio-Economic Survey*.

¹⁰ *Ibid.*

LDC Graduation criteria

LDCs ARE LOW-INCOME COUNTRIES SUFFERING FROM THE MOST SEVERE STRUCTURAL IMPEDIMENTS TO SUSTAINABLE DEVELOPMENT.

GNI PER CAPITA

HUMAN ASSET INDEX

- Percentage of population under-nourished
- Under five mortality rate
- Gross secondary enrolment ratio
- Adult literacy rate

ECONOMIC VULNERABILITY INDEX (EVI)

- Population
- Remoteness
- Merchandise export concentration
- Share of agriculture, forestry and fisheries in GDP
- Share of population in low elevated coastal zones
- Victims of natural disasters
- Instability of agriculture production
- Instability of exports of goods and service

Figure 1: LDC Graduation Criteria (Source: UN DESA)

As the country progresses to lower middle-income country (LMIC) status, this transition will require further strategic political decisions about investment priorities, ensuring investment in the skills of the Cambodian labour force in order to avoid the middle-income trap; and choices between different sources of financing, with the medium-term prospect of gradually decreasing ODA. Greater dependence on domestic resources is expected, which will require expanding domestic revenues, ensuring efficient, effective and transparent use of these resources. These changes are cited within the RS III and the NSDP 2014-2018, which recognize that inclusive economic growth requires all people to have access to human development, and that there is a need for macro-economic adjustments in order to promote sustainable socioeconomic development in the long-term.

5 mortality rates, maternal mortality and reducing HIV prevalence, which is currently estimated at 0.7 percent. This progress is related to a rapid expansion of education and health services.

As the country moves beyond the CMDGs and towards the adoption of the Sustainable Development Goals (SDGs), it will be critical to accelerate efforts to improve the quality of these services, improving basic education completion rates and uptake of public health services, and ensuring equal access of all rights-holders to these services. This will require investing more in national capacities for quality service delivery; removal of financial barriers, with a focus on poor and vulnerable groups; and improving the coverage and targeting of social protection schemes. Further, as Cambodia moves towards LMIC status, it will be increasingly important to plan for sustainable financing of these sectors, as implicitly recognised by the RGC in the NSDP (2014-2018) in the commitment articulated therein to increasing resources and concerted effort in support of human capital development.

2.2 SOCIAL DEVELOPMENT, SOCIAL PROTECTION AND HUMAN CAPITAL

Cambodia has continued to make significant progress in social development and is likely to achieve some aspects of the CMDG 2 on education and of health-related CMDGs 4, 5 and 6, including on infant and under



Cambodia is on track to achieve CMDG 2 targets on universal primary education by the end of 2015. In the school year 2012/2013, the net enrolment rate at primary school level was 98.2 percent

according to the 2014 Education Congress Report (ECR)¹¹. This reflects increased access to primary education nationwide in the last ten years and the positive impact of the expansion of early childhood education programmes on primary school enrolment rates. Gross enrolment for lower secondary school stands at 55.3 percent (56.2 percent for girls), including enrolment in private schools. The national youth literacy rate for those aged between 15 and 24 was 92.1 percent in 2013, demonstrating notable progress over the past decade. However, Cambodia is off track to achieve its CMDG 2 target of 100 percent youth literacy rate.¹²

More efforts are required to improve participation and performance beyond primary school level under the umbrella of the post-2015 sustainable development goals. There is a need to continue efforts to improve the quality and relevance of education, ensuring schools impart tangible benefits – in the form of increased knowledge, skills and competencies, including values and attitudes – to students, preparing them for employment, civic responsibility and participation in society. On par, there is a need to strengthen inclusivity in education, including in relation to gender, ethnicity and disability, ensuring children from disadvantaged groups are able to access and complete basic education. Accordingly, the RGC has committed itself to expanding access to and improving the quality of education in the ESP 2014-2018, which identifies as its vision the establishment of Cambodia as a knowledge society and iterates the commitment of the RGC to “ensuring all children and youth, regardless of social status, geography, ethnicity, religion, language, gender and physical form [access] quality education consistent with the Constitution and the Convention on the Rights of the Child”.¹³

Cambodia faces a critical gap in the supply of quality, trained workers that meet the demands of the labour market. This is recognized by the RGC in the RS III in the context of needing to prepare the country for integration within the ASEAN Economic Community and meeting the obligations of membership in the World Trade Organization. In this regard, it will be important for the RGC to pursue TVET programmes that focus on employability, ensuring increased national education capital is in place to catalyse and sustain economic and social development, contributing to positioning Cambodia in the region and globally through the creation of higher value employment. In the RS III the RGC commits itself to strengthening the links between education and industry, ensuring “the quality and responsiveness to labour market demand and the development of technical skills for youth to increase their job opportunities”.¹⁴



Cambodia has made exceptional progress in achieving health-related Cambodian Millennium Development Goals (CMDGs) 4, 5 and 6, reflective of increased coverage of services and

the overall reduction of poverty in the country. The maternal mortality rate has more than halved between 2000 and 2010, and more than half of all babies are now delivered in health facilities. HIV prevalence has also declined, and is now at 0.7 percent among adults aged 15-49. Considerable improvement has been made in reducing infant and under-5 mortality rates. At the same time, the percentage of wasting among children under five increased from 8.4 to 10.9 percent between 2005 and 2010¹⁵. Moreover, at 40 percent Cambodia has the 28th highest prevalence of stunted children worldwide¹⁶; and one out of five women are under weight. While use of contraception among married women aged 15-49 years has increased from 19 percent in 2000 to 35 percent in 2010, Cambodia is off track to reach the CMDG target of 60 percent. Unmet need for family planning has decreased from 32 percent in 2000 to 17 percent in 2010, but remains high among poor and vulnerable groups¹⁷.

Access to health services has increased across all wealth quintiles, yet inequities persist between different regions and by income. Remaining children who do not get vaccinated are from the poorest quintile and pregnant women from the poorest quintile are less likely to complete the full package of maternal care from antenatal care, skilled birth attendance to postnatal care, and significant differences exist between provinces¹⁸. Financial barriers¹⁹ are a critical reason for low utilization of public health services, along with the low quality of public health services and frequent unavailability of some essential medicines, vaccines and supplies, which continue to depend to a significant extent on ODA for their financing. These challenges call for effective coordination and demographic targeting of interventions to improve access among rural, poor and vulnerable groups.

Cambodia has made remarkable progress in immunization campaigns against a number of communicable diseases, but the burden of communicable diseases remains high. Drug resistant strains of diseases such as

¹¹ The ECR is inclusive of data on private schools.

¹² MoEYS (2014). Education Congress. The Education, Youth and Sport Performance in the Academic year 2012-2013 and Goals for the Academic year 2013-2014.

¹³ MoEYS. Education Strategic Plan 2014-2018. (Page 13)

¹⁴ Royal Government of Cambodia, Rectangular Development Strategy for Growth, Employment, Equity and Efficiency Phase III. (Page 6)

¹⁵ CDHS 2005, 2010.

¹⁶ UNICEF (2009). The State of the World's Children.

malaria and tuberculosis, and new infectious diseases such as Avian Influenza present challenges. The country is also beginning to experience the double burden of communicable and non-communicable diseases (NCD), with widespread NCD risk factors in the Cambodian population. A wide range of environmental health challenges caused by unsafe use of chemicals in the workplace, including agriculture, and fraudulent medicines, poor hygiene, indoor and outdoor air pollution, contaminated water and soil, and inadequate waste management present risks to the population. The problems associated with these and other public health problems – ranging from food and nutrition to violence against women and children – are multisectoral and require coordination of actions and investments.



With roughly a fifth of its population estimated as living in poverty, there is a continued need in Cambodia for a focus on social protection as a means to reduce poverty, support the poorest, and address vulnerability to crises.

Existing social assistance interventions include the Health Equity Funds, school feeding and scholarship programmes, and the Emergency Food Assistance programme. The social protection system also includes the National Social Security Fund for Civil Servants and the National Fund for Veterans. The scope of these programmes is limited, however, and the coverage fragmented. Many poor and vulnerable households in rural and urban areas remain outside the reach of social assistance, and there is a need to ensure the coverage of social protection for the large number of internal migrants in Cambodia (roughly 2.5 million people²⁰), the majority of whom are youth.

While informal safety nets play an important role in Cambodia, efforts are needed to expand social safety net programmes in order to address vulnerability to economic, social and natural hazard. There is a need to strengthen disaster risk reduction and emergency response interventions, building the resilience of communities in partnership with civil society and the private sector.

Fragmentation, limited coverage and lack of complementarity of existing interventions pose challenges to Cambodia's social protection system, as observed by the National Social Protection Strategy for the Poor and Vulnerable (2011-2015). There is a need to improve the targeting of social protection interventions through strengthened analysis of data on regional, gender, age, income and other variables to identify and respond to trends in social and economic vulnerability – including

in the context of the ID Poor targeting mechanism. In the NSDP 2014-2018, the RGC commits itself to strengthening the availability of data, improving the collection of reliable evidence required for decision-making through the national M&E system.

2.3 GOVERNANCE AND HUMAN RIGHTS



Good governance is at the core of the RS III and is identified within the NSDP 2014-2018 as key to “achieving social justice and sustainable and equitable socio-economic development.”²¹ The NSDP 2014-2018 covers four key areas of reform for good governance: Fighting Corruption and Transnational Crime, Legal and Judicial Reforms, Decentralization and Deconcentration (D & D) Reform, and Reform of the Armed Forces. Strengthening and expanding democracy, promoting local development and reducing poverty form the key goals of the RGC's D & D strategy.

While the early post-war nation-building period was dedicated to the establishment and operationalization of functional State institutions, the challenge has evolved into one of strengthening the rule of law and the accountability of these institutions to the Cambodian people. Toward this end, in recent years Cambodia has enacted significant new laws and established important new structures, notably in the areas of anti-corruption, the organization of the judiciary, prison management, and the public administration in general. While these initiatives may take further time before achieving their intended purposes, capacity development of public servants continues on a forward path, with the support of international partners, towards the full establishment of a professional, result-driven public service.

The four key areas of reform identified in the NSDP respond in part to the challenges of strengthening the rule of law and the accountability of State institutions. The general elections held in July 2013 were followed by unprecedented calls for reform by the public and civil society, as well as pledges to do so by the Government. The environment for change is further characterised by the constitution of a bipartisan Parliament, where the opposition holds 55 out of 123 seats in the National Assembly. As a result, a far-reaching electoral reform is also on the agenda. The aim is to strengthen the electoral system, by which accountability to the people can be upheld.



As Cambodia embarks on its reform agenda, challenges remain as indicated by the country's low rankings in internationally recognised corruption assessments, and there is a need for more concerted efforts to prevent and combat corrupt practices. Critical issues also include the availability of information, including on the management of public resources. It is also essential to strengthen the capacity and independence of judicial institutions and personnel. Public financial management, land and legal reforms already ongoing need to be further strengthened, including by ensuring citizens and civil society organizations are able to engage in monitoring the progressive realisation of their rights in the context of these processes.



Cambodia has enshrined human rights in its Constitution and is a party to nine of the ten core international human rights treaties. The compliance of national legislation with international human rights standards and implementation of these laws have been problematic in a number of areas, leading inter alia to unjustified restrictions of freedoms of association, assembly and expression. While there have been not able efforts of the RGC to improve land tenure security through land titling, inequalities remain as a result of many smallholder farmers and indigenous communities being victims of land grabs, illegal logging, and forced evictions, as documented by the Special Rapporteur on the human rights situation in Cambodia. Rights-holders, in particular women and youth, have recently been much more vocal in claiming decent work and other labour rights. However, the rights of

the Cambodian people – including to freedom from violence and exploitation – are unevenly upheld, as evidenced by high levels of violence against women and children, and of child labour²². There is a continued need to improve awareness of rights among the public, and about their access to judicial and legal institutions or administrative processes through which they can seek redress to their grievances.

Cambodians have demonstrated resilience and readiness to engage in the democratic governance of their country, and there is a need to strengthen the constructive and wide participation of citizens in decision-making; further strengthening the capacity of state institutions to deliver on political reforms, social development, economic opportunities, and the protection of human rights in compliance with international norms and standards. Stronger oversight is needed by the Parliament to improve accountability of public institutions to meeting political commitments. The recent agreement to undertake electoral reform shows some promise of strengthening political accountability.

¹⁷ CDHS, 2000, 2010.

¹⁸ Wang, W., Rathavuth, H. (2013). *Completing the Continuum of Care for Maternal and Newborn Health in Cambodia : Who Drops Out? DHS Further Analysis Reports No. 85*. Calverton, Maryland, USA : ICF International.

¹⁹ The CSES 2009 indicates that health care fees rose from 59,640 Riels in 2004 (approximately USD 14.80) to 117,852 Riels (approximately USD 28.30) in 2009.

²⁰ Population Reference Bureau, 2013; CDHS, 2010.

²¹ Royal Government of Cambodia. *National Strategic Development Plan 2014-2018*. (Page 106).

²² Ministry of Planning (2013). *Annual Progress Report. Achieving the Millenium Development Goals*. (Page 10).

2.4 CROSS CUTTING ISSUES

In consultation with the RGC and informed by the global UNDAF programming principles and common country assessment, the UN has identified environmental sustainability, gender equality, human rights and youth as critical cross-cutting issues, which need to be addressed in an integrated manner in order to achieve sustained progress on inclusive growth, social development and governance.



The Cambodian people depend heavily on the environment and natural resources for their livelihoods, and environmental sustainability is critical to ensuring sustained and inclusive economic growth and social development in Cambodia. The country is highly vulnerable to increased levels of pollution, uncontrolled exploitation of its natural resources and climate change. This vulnerability is most felt by the poorest and most vulnerable. The RGC has ratified the UN Framework Convention on Climate Change, and has committed itself in the NSDP 2014-2018 to strengthening environmental protection and natural resources management toward a green, low carbon and climate resilient economy. This commitment will need to be coupled with strengthened investment, including in risk mitigation strategies and social protection measures to reduce individual and collective vulnerabilities. Laws and policies, including the National Policy on Green Growth (2013) and the Cambodian Climate Change Strategic Plan 2014-2023, need to be implemented and monitored, ensuring their integration into sectoral plans. The UN will support the RGC in climate-resilient planning and in its engagement with global initiatives related to climate change.



Cambodia is signatory to international human rights conventions that address women's human rights, including the Convention for the Elimination of All Forms of Discrimination against Women (CEDAW). Gender equality and women's empowerment is featured in the RS III and the NSDP 2014-2018. Despite these policy commitments, Cambodia still ranks low on the Gender Inequality Index²³. There are critical gaps in the achievement of CMDG 3 in relation to girls' participation in post primary education, women's political representation, gender parity in wage employment and reduction of violence against women and girls. These reflect the persistence of profound gender

inequalities in the public and private sphere, which can only be addressed through direct approaches to change attitudes and behaviours.

The UN will continue to promote gender equality across all areas of its work and contribute to strengthening institutional capacity to mainstream gender into national strategies and programmes through partnerships with RGC, including line ministries. The UN will partner with women's groups and with gender equality advocates and will promote the engagement of men and boys in transformative change. Support will be provided to strengthening capacities for gender analysis and gender-responsive programming, with a specific focus on supporting the RGC to fulfil its obligations under CEDAW and to reach the commitments made in national policy documents and plans.



In the NSDP 2014-2018, the RGC has identified protection for human rights as a key strategy for ensuring security and sustainable and equitable development. In addition to the responsibility of line ministries, a number of thematic governmental Councils have been established with responsibilities to oversee matters concerning women, children and persons with disabilities, with varying degrees of participation by civil society. The governmental Cambodian Human Rights Committee is entrusted with oversight over all human rights matters. However, there is a lack of independent monitoring institutions, which has led to a general inconsistency in the implementation of human rights in Cambodia. Specific human rights incidents tend to be approached by public institutions as case-by-case problem management, rather than through institutional protection of human rights. A number of human rights mechanisms, including the Special Rapporteur on the human rights situation in Cambodia, have identified the lack of implementation as an on-going challenge in this regard, and stronger multisectoral engagement is needed to better implement these recommendations in all areas. On the demand side, the Cambodian people have shown greater awareness of their rights and greater empowerment in claiming them, resulting in growing demand for access to the governance structures to resolve their complaints or enable them to participate in policy debates, both at the national and local levels.

The human rights-related principles of participation, inclusiveness, transparency and accountability will be applied in all areas of UN cooperation as envisaged in this UNDAF, with support to both rights-holders towards strengthening their awareness of their rights, and to duty-bearers to strengthen their capacity to fulfil their

obligations with respect to international human rights instruments and conventions.



Cambodia has the largest generation of youth transitioning into adulthood in its history with young people aged 10-24 comprising over two-thirds of Cambodians. Each year, roughly 300,000

Cambodians are entering the workforce and as noted, this presents the country with a demographic “window of opportunity” that requires immediate large investment in strengthening employment opportunities for youth to turn this into a demographic dividend. This is also recognised by the National Policy on Cambodia Youth Development (2011). Youth vulnerabilities, including to poverty and social exclusion, need to be addressed in an integrated manner. This will require improving access of youth to secondary and tertiary education; strengthening their capabilities to make responsible decisions through improved access to information and to health services, including for HIV and sexual and reproductive health (SRH); and ensuring the voices of youth are heard in decision-making processes.

The UN will address youth as a specific priority group, mainstreaming youth perspectives into its programming across all UNDAF outcome areas. The UN will promote an enabling environment that recognizes the rights of youth, and enhance the meaningful engagement of youth as essential actors in civic and political and decision-making processes at all levels. In addition, focus will be placed on ensuring availability of age and sex disaggregated data in support of an analysis of the needs and priorities of young men and women, including youth among vulnerable and marginalised groups.

2.5 UN RESPONSE TO NATIONAL DEVELOPMENT PRIORITIES

In response to the aspirations put forward by the Government in the RS III to “becoming a real partner in regional and global affairs and a nation of genuine freedom and being free from poverty”²⁴ and to the overarching national development priority of ensuring sustainable, equitable and inclusive growth, the UN has identified the following three outcome areas for the UNDAF 2016-2018: 1) inclusive growth and sustainable development; 2) social development, social protection and human capital; and 3) governance and human rights.

These outcomes are mutually reinforcing and draw on the recognition that economic growth, social development, good governance and human rights are inextricably linked; and that poverty needs to be addressed in all its dimensions, including lack of income, health, education, vulnerability to shocks, and lack of participation by the poor and vulnerable in decisions affecting their lives.

As the international community moves towards the implementation of the Post-2015 development agenda, the United Nations system in Cambodia will continue to support CMDG progress and contribute to embed the Sustainable Development Goals (SDGs) in national priorities, strategies and monitoring systems. Through the current cycle of the NSDP 2014-2018, Cambodia needs to continue to place people at the centre of its development goals, with sustained efforts to eradicate all forms of poverty, to reduce inequalities and to achieve sustainable development in all its dimensions.

In contributing to the development process in Cambodia, the UN will draw on the comparative advantage and collective strengths of the UN system in Cambodia²⁵, applying its knowledge of UN programming principles and the principles of development effectiveness. This will include both normative and technical advisory services focused on strengthening institutional and human resource capacities at national and sub-national levels, and support to result-based programmes that are monitored and evaluated based on qualitative and quantitative evidence. Specifically, the UN will support the efforts and commitment of the Royal Government of Cambodia towards more inclusive and equitable development through strengthening capacities to develop, implement, budget for and monitor rights-based laws, policies and strategies towards attaining national development objectives in line with international norms and standards and Cambodia’s global commitments. Multi-sectoral responses to complex development challenges will continue to be promoted, with enhanced partnerships between government, civil society and private sector actors.

Building on the best practices achieved in Cambodia and the relevance of experiences in other countries of the region and beyond, South-South and Triangular Cooperation arrangements will be pursued wherever meaningful to facilitate the exchange of knowledge and experiences between the Cambodia and neighbouring countries, thereby supporting capacity development and innovation, as well as strengthening regional ties.

²³ 138 out of 158 countries in 2012.

²⁴ Royal Government of Cambodia. *Rectangular Development Strategy for Growth, Employment, Equity and Efficiency Phase III. (Page 2).*

²⁵ Inclusive of non-resident UN agencies.

3.

UNDAF RESULTS

Structure of Chapter 3:

This Chapter describes how the UN will respond to national development priorities set out in the RS III, the NSDP 2014 - 2018 and the CMDGs, detailing the key areas of cooperation and expected results from UN cooperation. It is complemented by the UNDAF Results Matrix (Annex 1) and in the Table on Selected Recommendations of UN Human Rights Mechanisms (Annex 2), which include selected indicators set at the outcome level.

3.1 INCLUSIVE GROWTH AND SUSTAINABLE DEVELOPMENT

Building on the achievements of the previous cycle, the UN will support Cambodia's inclusive and equitable growth and sustainable development working on the following three-pronged approach:

- 1) to further reduce chronic poverty;
- 2) to stop impoverishment by building resilience of those who just crossed the poverty line and reducing their vulnerability to external economic shocks and climate change; and
- 3) to sustain poverty escapes through a more equitable distribution of the benefits of national economic growth and equitable access to natural and cultural resources. The UN will contribute to the national strategy and plan through the following UNDAF outcome:

By 2018, people living in Cambodia, in particular youth, women and vulnerable groups, are enabled to actively participate in and benefit equitably from growth and development that is sustainable and does not compromise the well-being, natural and cultural resources of future generations.

The UN recognizes that Cambodia stands at crossroads, facing challenges to manage the gradual transition to lower middle-income country status, which will notably be accompanied by reduction over time in Official Development Assistance grants and an increase in loans, thus requiring a shift towards increased self-sufficiency.

Cambodia has a window of opportunity to manage the transition during the overlap period of MIC and LDC status when Cambodia is expected to continue to have access to external resources under preferential conditions to address its remaining development gaps. An important advantage in this process is the present demographic dividend period in which Cambodia can increase self-reliance by raising national revenue, putting public systems and institutions in place, and investing in human resources so as to obtain a second and larger benefit of demographic dividend, i.e. the accumulation of capital by individuals and the government in advance of the future needs of an aging population.

Converting this opportunity into dividends is, however, not automatic and requires conscious efforts to invest in human capital and expand the range of choices for citizens. These opportunities need to be seized by addressing the threat of Cambodia's high vulnerability to climate change due to the large proportion of its population residing in low lying areas, the reliance on agricultural production and the government's limited capacity to plan and finance the costs associated with climate proofing.

To achieve MIC transition with inclusive growth and avoid the MIC trap, there is a strong need to diversify the domestic industries and the links to global production value-chains to increase the competitiveness of domestic industries. In the framework of these long-term assumptions, the UN will support the country's current Rectangular Strategy for Growth, Employment, Equity and Efficiency, by focusing on human capital formation in the transformational process. A set of national indicators and composite of proxy indicators is included in the UNDAF Results Matrix to monitor the participation of people in economic activities and formal employment, the level of distribution of the benefits of economic growth, the sustainability of development and resilience to climate change vulnerability and other shocks.

During the UNDAF cycle, the UN will further build the national capacity for data collection, analyses, and delivery of evidence-based quality data on demographic dynamics, other socio-economic data, rural-urban migration, urbanization, natural resource inventories including biodiversity, and poverty reduction. The equitable distribution of economic growth requires the integration of the principles of the demographic dividend into the national planning. The UN will thus encourage investment in human resources and institutions by providing evidence-based research, policy options and policy dialogue for national and sub-national planning and budgeting, creation of decent work, human capital enhancement to enable the country to move up the value chain.

As 80 percent of the population and 90 percent of the poor live in rural areas, poverty reduction will depend to a large degree on interventions carried out in rural areas. In this regard, the UN will continue to assist the RGC in its efforts to build the enabling environment for ensuring a healthy growth rate in the agriculture and food production sectors in a manner that transforms agriculture from subsistence to sustainably managed and primarily farmer-owned commercial agriculture. In this manner, agriculture can become a driver of poverty reduction and contribute to reducing the vulnerability of the poorest two quintiles of the population, thus improving their ability to participate more actively in the development processes. Policy advice and technical assistance will be provided at national, sub-national and community level towards sustainable productivity increases and intensification in the crop, livestock and fisheries subsectors and the promotion of diversification of small-holder production to include nutritional foods and high-value marketable products. Furthermore, a value-chain approach will be encouraged, including technical advice to improve product safety and quality for the market penetration of domestic products and protection of the health of consumers. The UN will thus work to improve the regulatory framework and the provision of agricultural extension and other information services, access to improved inputs, markets and infrastructure, better food safety surveillance and control mechanisms and environmentally friendly strategies and technologies.

In addition, efforts will be made to promote the creation of off-farm employment opportunities in the rural communities, not least for women and youths, through improved access to markets and credit, technical advice on quality and respect for standards and the development of essential skills and competencies.

However, the UN recognizes that even with a sustained growth rate, the agricultural sector and related off-farm jobs cannot provide a sufficient level of remunerative employment to the growing population of Cambodia. The high number of migrants, mainly young people of which many women, leaving the rural areas every year seeking jobs in neighbouring countries and in the cities is therefore likely to continue and is already leading to labour shortages in the agriculture sector and a need for accelerated mechanization. Although the remittances transmitted by Cambodians working abroad constitute an important source of income for some households, the UN wishes to encourage young Cambodians to stay in the country to contribute to its future. The UN will therefore support the formulation of policies and strategies for the creation of productive



jobs and improved income and employment opportunities for the current labour force in the industrial and service sectors, including tourism, and especially eco- and community-based tourism, as alternative livelihood options to agriculture. Such measures aim to strengthen the economic resilience of the population of Cambodia and move the large number of poor and vulnerable, not least women, permanently beyond the reach of poverty.

In this regard, particular attention will be given to supporting the expansion of the formal sector. Indeed, the UN recognizes the importance of the formal sector of the economy as a driver for the ability of the RGC to generate revenue through transparent and fair taxation in order to fund improvements to healthcare, education, social protection, and other measures to redistribute wealth and ensure equitable benefit by all of economic growth. The UN's interventions will include advice and capacity building to improve the respect for international instruments related to decent and safe working conditions in factories, on construction sites and other workplaces, with particular focus on ensuring increased gender equity in decent work and reducing the prevalence of child labour.

The UN will promote the diversification of the current narrow economic base by supporting the productivity and competitiveness of micro, small, and medium sized enterprises, especially un-registered micro-enterprises run by women, which make up the largest percentage of enterprises, and encouraging their gradual and

voluntary integration into the formal sector. Interventions will include advice on enhancement of the quality and safety of the production in respect of international standards and norms, encouraging the transfer of the necessary technical and entrepreneurial skills to the labour force, and improving access to information, trade markets, including fair trade markets, industrial upgrades, technological innovation, financial and business development services, etc.

In striving for economic growth, it is essential that the foundations on which the growth is built are not jeopardised to the detriment of current and future generations and that the deforestation and other uncontrolled deterioration of the natural environment be checked and reversed. The UN will therefore continue to advocate for a transparent, informed and consultative decision making process regarding the sustainable utilization and equitable management of land, water, fish stocks, livestock, forest resources and bio-diversity. The UN will provide advice and technical support to the effective implementation of policies, regulations and measures to protect and sustainably utilize the country's natural resources, and to increase awareness of the importance of natural resource management and the threats to biodiversity. Furthermore, it will continue to promote cleaner and resource-efficient pathways to production and human settlements to reduce emissions, avoid higher levels of pollution, strains on the environment and other negative impacts of development.

The UN believes that a gradual reduction of the dependence on the agricultural sector will, over time, improve household and community resilience and reduce their vulnerability to economic or natural shocks and the UN will contribute to facilitating the shift of the labour force towards the industrial and service sectors as mentioned above. In the meantime, the UN will continue to assist in the implementation of interventions that will improve the resilience of the most vulnerable segments of the population who rely on agriculture and related sectors for their livelihoods. In this context, the UN will promote climate-smart investments, practices and approaches aimed at reducing and managing disaster risk, including support to the mitigation of, and adaptation to the impacts of climate change and climate variability on the natural resource base and the livelihoods that depend on them.

The UN will assist through coordination, advocacy and technical advice in the preservation and sustainable management of the cultural and natural resources of the country to prevent degradation and loss of the heritage as a source of revenue and national identity. In particular, policy advice and capacity building will be provided to create a balanced approach to the protection requirements of the natural and cultural heritage and of the economic and social needs of the population. The UN will support sustainable urban development planning, ensuring urban population growth is harnessed to generate socioeconomic prosperity, with specific focus on land and adequate housing for the urban poor.

The UN agencies, funds and programmes will work together to contribute to the achievement of the outcome. Possible areas of joint work include but are not limited to the promotion of decent employment for youth and

women, improvement of food safety, reduction of post-harvest losses, development of agribusiness and other small businesses, such as eco and community-based tourism, heightened resilience, and enhanced disaster risk reduction measures. The UN will align its activities with the priorities of the RGC and coordinate closely with its development partners through the TWG mechanism to avoid duplication of activities and to create synergies. Furthermore, the UN will further encourage and facilitate the active engagement of NGOs, the private sector, CBOs, women and youth in the dialogue regarding the development path of Cambodia, including through the use of social media, radio, and TV.

3.2 SOCIAL DEVELOPMENT, SOCIAL PROTECTION, AND HUMAN CAPITAL

Building on the achievements and challenges remaining in achieving the CMDGs for health, education, and poverty reduction, the UN will seek to contribute to equitable social and human development in Cambodia through the following UNDAF outcome:

By 2018, more people, especially vulnerable, poor and marginalized groups are equitably benefiting from and contributing to affordable, sustainable and quality social services and protection and have gained enhanced skills to achieve and contribute to social and human development.



Given the disproportionate impact of economic, environmental and social hazards on poor and vulnerable groups, particularly women and children, and in alignment with the RGC's commitment to social protection and human capital development, the UN will support the RGC to promote and implement social policies and programmes directed to reduce exclusion and inequity. Specifically, the UN will contribute to increasing the coverage and quality of basic social services and social protection floors, with a focus on ensuring no-one is left behind. In line with the RS III and NSDP 2014-2018 approach, the UN will contribute to efforts to build skills for participation in society, recognizing that empowerment of the poor and vulnerable is central to poverty reduction and sustainable development.

The priority areas of UN contribution in this outcome area are: early childhood care and development (ECCD); education; sexual and reproductive, maternal and child health and nutrition; HIV/AIDS; decent employment and other social protection; and building resilience to disaster risk reduction and climate change impact. UN contributions will focus on strengthening the capacity of national and sub-national authorities to better plan, budget for, implement and manage resources in the selected intervention areas, pursuing approaches and strategies that tackle the issue of inequity in access to social services.

The UN will maintain its support to the education system, supporting interventions that simultaneously strengthen education quality and reduce gender inequities and inequities deriving from disadvantages such as disability, orphanhood, poverty, and belonging to ethnic minority groups. Capacity building will be a core strategy, particularly to promote equity focused analysis and policy design, planning, budgeting, monitoring and evaluation, using available data and evidence.

The UN will promote access to integrated programmes for ECCD. In order to improve learning outcomes, the UN will contribute to strengthening the quality and relevance of education at all levels. In primary and secondary education, the UN will support the RGC in the curriculum reform process, and support the development of learning materials, including learning materials that meet the needs of students with disabilities. Support will be provided to pre- and in-service training for teachers; expanding mother tongue based bilingual education; comprehensive sexuality education (CSE); promoting a child-friendly school environment including through WASH, healthy diet and physical activity; and promoting non-formal education and skills training for out-of school youth and adults. Communities and parents

associations will be partners in reaching out to children and families in remote and poor areas. In higher education, the UN will focus its support on quality assurance and accreditation mechanisms in line with international standards.

As a strategy to support youth employment, the UN will support RGC efforts to expand access to Technical and Vocational Education and Training (TVET), with a focus on improving the quality, relevance and reach of TVET and on ensuring access among out-of-school youth and the most disadvantaged youth to TVET programmes. The UN will foster the involvement of the private sector in scaling up and improving the quality of TVET and promote stronger complementarity between the formal education system, TVET and the Industrial Development Policy.

The RGC has recognized the importance of volunteerism to support youth development. The UN will leverage volunteerism as an essential mechanism for skills development, in particular soft skills often identified as missing once students leave school and enter the labour market. The UN will extend support to the voluntary sector in encouraging citizen engagement and support the development of skills for employability for young people through volunteer programmes.

The UN recognizes the right of all individuals to quality, affordable health services, including in the areas of sexual and reproductive health, maternal and child health, nutrition and non-communicable diseases (NCDs). Recognizing that the burden of disease is on vulnerable and marginalized groups, UN support will focus on reducing health inequities, scaling up coverage of health services and improving their quality. This will include continued support to strengthening health systems, integrated maternal and child health services, emergency obstetric and newborn care and access to modern contraceptives. Across these areas, the UN will support efforts to increase demand for services and to strengthen the health enabling environment, promoting the needs and rights of poor and vulnerable people, including adolescent girls, in particular, to delay and reduce pregnancies; as well as female entertainment workers; ethnic minorities; migrants; people living with and/or affected by HIV; persons with disabilities; people living in remote and hard to reach areas; and LGBT.

The growing challenge of NCDs such as cardiovascular diseases, cancers, diabetes, and chronic respiratory disease is a cause of concern in Cambodia. The UN will respond through a multisectoral plan of action and support to strengthening the enabling legal and policy environment on issues such as intellectual property

rights regimes and trade policies to ensure sustained access to affordable treatment.

As noted previously, the HIV epidemic has declined in Cambodia, and projections indicate that if interventions are sustained and strategically targeted at groups at high risk of infection²⁶, the epidemic will further decline. The UN will continue to support strengthening national capacities to implement cost-effective, targeted, gender-responsive interventions and promote the meaningful involvement of networks of people living with and/or affected by HIV in all aspects of the HIV response. Specifically, the UN will work with the RGC to support the development and operationalization of a national multisectoral strategic plan; the implementation of Cambodia 3.0 initiative aiming at the elimination of HIV, the integration of SRH and HIV services; strengthening HIV sensitive social protection; and increased domestic investment in prevention, treatment and care. Particular attention will be provided to preventing mother-to-child transmission of HIV and paediatric HIV cases, and to voluntary HIV counselling and screening of all pregnant women. Cambodia has attained high coverage of antiretroviral treatment (ART), and the UN will support the RGC's efforts to sustain treatment coverage for PLHIV and further improve access to ART for key affected and vulnerable populations, including Cambodian migrant workers working outside the country.

In addition to HIV/AIDS, the UN will continue to provide technical support to tackle other important communicable diseases including malaria, tuberculosis, and other emerging new infectious diseases.

The UN recognizes that food security and nutrition are complex issues requiring actions across many sectors to strengthen the availability, access, utilization and stability of food. The UN will remain engaged in policy dialogue to support the remaining agenda of child and maternal under-nutrition as well as emerging issues such as over-nutrition. The UN will partner with public health services, communities, CSOs and the private sector in ensuring access to services and in the delivery of locally produced Specialized Nutritious Food (SNF)²⁷ to address stunting. Support will be provided to capacity-development on food-based approaches to nutrition and to expanding the distribution of treatments through health centres and Village Health Support Groups. The UN will contribute to data collection in support of redesigning nutrition interventions; nutrition education programs; and to ensuring women of reproductive age in the workplace have good nutrition and access to services. The UN will also contribute to strengthening monitoring and control of food safety, preventing foodborne diseases and productive capacities of small holders affected by natural disasters.

The UN recognizes the intrinsic linkages of water, sanitation and hygiene (WASH) to health and nutritional outcomes. Thus, the UN will continue its support to WASH from a multisectoral approach, supporting assessment, accountable planning, management and monitoring of equitable access to water and sanitation services through engagement in national policy dialogue and action planning at national and sub-national levels. Support will also be provided to build awareness of local safety plans at the community level, and to sanitation education and investments in building latrines and rehabilitating wells. The focus of this support will be on remote, geographically challenging and flood-prone areas.

The UN considers social protection not only crucial in reducing poverty, but a core strategy to ensure social inclusion and equity, enabling vulnerable and disadvantaged people to break through the cycle of poverty and improve their health and well-being, improving their capability to cope with external and internal shocks. With this vision, the UN will contribute towards strengthening coordination and monitoring of the National Social Protection Strategy at national and sub-national levels. The UN will contribute to ensuring existing government social protection mechanisms reach vulnerable and marginalized groups. This includes mechanisms such as the IDPoor; social health protection (SHP) for the poor (Health Equity Funds); food and/or cash scholarships to further facilitate progression of poor students to lower and upper-secondary levels; and school meal programmes in primary schools in disadvantaged areas. The UN will contribute to the expansion of the Employment Injury Insurance (EII) to the Social Health Insurance (SHI) and Pension Schemes, implemented by the National Social Security Fund (NSSF).

The UN considers climate change adaptation and disaster risk reduction as crucial components of development plans and programmes. This includes building more resilient communities and livelihood systems able to withstand the impact of climate change driven effects and natural disasters, establishing effective emergency preparedness and response capacities as well as concrete adaptation, mitigation and prevention measures to reduce risks and effects of climate borne events on the population. In this regard, the UN will support multisectoral planning for disaster risk reduction (DRR), supporting the development of a disaster management system as well as social protection schemes that contribute to enhance adaptive capacity.

The UN will contribute to national dialogue on sustainable investment in social protection, and provide support to the incorporation of social protection measures into

sectoral strategies, policies and programming, and support their implementation and monitoring. This will include support to programmes such as Cash/Food-For-Community-Activity, public works projects and other social protection schemes focused on family support. Building evidence and knowledge around social protection will be a specific focus area and will include piloting a Social Services Delivery Mechanism (SSDM) and support to establishing an evidence-informed minimum wage fixing system. In addition, the UN will support the RGC in the development of a migration policy and in updating the population policy, with a focus on ensuring these policies are responsive to the needs of disadvantaged, vulnerable and excluded groups, especially women and children, migrant workers, people living with and/or affected by HIV, and the elderly.

The UN agencies, funds and programmes will work together to contribute to the achievement of the outcome. The UN will align its support to the priorities of the RGC, coordinating closely with development partners through the TWG mechanism and the Government led Programme Based Approach on Health and on Education. The UN will collaborate closely on nutrition, food security, DDR/response and social protection and disability.

3.3 GOVERNANCE AND HUMAN RIGHTS

The UN will contribute to improvements in governance and the protection of human rights in support of national good governance objectives through the following UNDAF outcome:

By 2018, national and sub-national institutions are more transparent and accountable for key public sector reforms and rule of law; are more responsive to the inequalities in the enjoyment of human rights of all people living in Cambodia; and increase civic participation in democratic decision-making.

The UN believes that achieving inclusive, sustainable growth and social and human development will not happen without a foundation of good governance and protection of human rights.

Since the Paris Peace Accord in 1991, the RGC has made much progress to establish democratic institutions and governance structures and practices, and good

governance remains at the centre of the RS III. Reflecting this commitment, the NSDP 2014-2018 articulates the need for reform, including through fighting corruption; accelerating legal and judicial reforms; and transforming public administration. The RGC has also committed itself to Human Rights and Rule of Law benchmarks by accepting a large number of UPR recommendations put forward by the UN Human Rights Council. However, the country continues to face challenges in ensuring compliance of legal and policy frameworks, the judiciary, justice system and public administration systems with international norms and standards; and in educating citizens, including women and children, about their rights. Inequalities manifested in land and labour conflicts, and in high rates of violence against women and children and other marginalized groups, in particular, persons with disabilities and of differing sexual orientations and gender identities (SOGI), reflect insufficiencies in the measures so far. Efforts are required to strengthen the capacity of duty-bearers and rights-holders to promote human rights, accountability, transparency, participation and rule of law in governance; and to strengthen accountability relationships between policy makers, service providers and citizens.

A precondition for institutionalizing good governance is the existence of a legal and policy framework compliant with Cambodia's international human rights obligations, developed through an informed, participatory, and transparent process. This requires broad access to relevant information. In this regard, the UN will support the elaboration of an Access to Information Law, which is compliant with international standards, building capacity of public officials, citizens, media and others, to maximize the potential of information to empower vulnerable groups. On labour rights, the UN will continue to support the Government's efforts to engage in bi- and tripartite dialogue over the issues identified in relevant national trade union legislation and the application of international labour standards. To ensure that these laws are consistent with Cambodia's obligations as defined in the international treaties ratified by Cambodia, the UN will engage with legislative institutions, and place at their disposal technical advice on matters of concern to them.

The legal and policy framework will need to be supported by a transparent and responsive budget. The UN will contribute to build the knowledge and skills of duty-bearers needed for social and gender responsive budgeting. With regard to rights-holders,

²⁶ Female entertainment workers, people who use drugs, men who have sex with men, and transgender persons.

²⁷ SNF is due to be developed by 2015.

the UN will promote meaningful participation of key affected populations throughout the budgeting process. In view of the Government's commitment to pursue decentralization, the UN will strengthen the ability of the sub-national authorities to be more responsive to population and development issues through support to strengthening capacities to produce and utilize disaggregated data for evidence-informed planning of services and humanitarian interventions that address demographic disparities and socio-economic inequalities. To strengthen effectiveness and efficiency of public services, the UN will support civic engagement in planning and policy-formulation, empowering local communities and interest groups to advocate for their rights and monitor the delivery of services.

The right of all persons living in Cambodia to recognition as a person before the law requires a practical means of according such recognition and thus enable access to basic social and other services. Civil registration is a key instrument in this regard, as well as a national priority. The UN will support Government efforts to ensure universal birth registration. It will advocate for the elimination of all laws and practices that limit access to and enjoyment of universal birth registration, especially in remote areas.

The UN will contribute to the reduction of social conflicts by promoting access to justice, in accordance with the International Covenant on Civil and Political Rights (ICCPR). To this end, the UN will continue to assist in legal and judicial reform by helping to build the capacity of judges, prosecutors, judicial police officers and lawyers; promote more efficient case management; advocate for the strengthening of the legal aid system; and reinforce accountability through assistance on combating corruption in the justice sector. Reform efforts will initially focus on the pre-trial stage. Emphasis will be placed on ensuring that the justice system is more gender responsive, and on strengthening the capacity of parties to labour and land conflicts; and the poor and marginalized to avail themselves of the justice system. Further, emphasis will be placed on increasing access to legal services for key groups, including HIV-affected populations, persons with disabilities, women and children.

At the same time, UN support will be targeted towards enabling the resolution of disputes before the parties feel the need to resort to the courts. This will take place through support to capacity building on conciliation and mediation; support to increasing access to informal mediation and reconciliation, and alternate dispute

resolution mechanisms; and support to strengthening participatory land-use planning procedures and resettlement projects.

In the field of criminal justice, the UN will support judges, prosecutors and law enforcement officials to combat and prevent transnational crime, strengthening border control and cooperation, to identify, investigate and prosecute cases of migrant smuggling/human trafficking and forest/wildlife crimes, and to enhance drug and precursor identification; and to prevent torture, and reduce cases of arbitrary detention. For those who are in detention, the UN will continue its programme of prison reform to ensure that the treatment of prisoners complies with international standards. To promote compliance with Resolution 1325 of the Security Council, the UN will support gender sensitive, non-violent policing and advocate for greater representation of women in the police force, supporting open dialogues on gender and transitional justice and promoting the transfer of good practices emerging from the Extraordinary Courts in the Chambers of Cambodia into the Cambodian domestic legal system.

Rule of law, equal enjoyment of human rights, and democracy are mutually reinforcing, and require awareness of rights, and the provision of legitimate spaces for civil society to voice their concerns and expectations. In this regard, the UN will provide policy advice and help develop Government capacity to design and implement policy approaches compliant with international norms and standards, and to promote social dialogue and collective bargaining. The UN system will promote the exercise of freedom of expression, freedom of association, freedom of peaceful assembly, freedom of information and press freedom, with the aim of building peace through violence prevention. The UN will continue to promote awareness of human and legal rights through training and awareness raising activities, working with civil society organizations in this regard. Activities will be targeted at both the general population and at specific target groups, such as community representatives, trade union leaders, indigenous peoples, prisoners, women, children, persons with disabilities, sexual minorities, etc. There will be a focus on women's labour rights and how to prevent exploitation; women's participation in political decision-making; as well as sexual and reproductive health rights, including in the context of HIV and the rights of persons of differing sexual orientations and gender identities (SOGI). Among the aims of public awareness efforts is a reduction in the high levels of violence in society. The UN will dedicate special efforts to increase national capacity to prevent violence

against women and children, and enable the delivery of a standardized package of services to them in line with international standards. Support will be provided to strengthening capacities for gender analysis and gender-responsive programming, with a specific focus on supporting the RGC to fulfil its obligations under CEDAW and to reach the commitments made in national policy documents and plans.

The success and sustainability of democratization efforts will rest in large part on the ability of the State to monitor its own performance through independent institutions, of which the judiciary is one. The UN is committed to strengthening the Cambodian institutions that are or will be entrusted with such a monitoring function, so that they might one day pass international tests of independence. In this regard, the UN will continue to advocate for the establishment of a National Preventive Mechanism for the prevention of torture and it will support capacity-building of this Mechanism

once established. In the meantime, it will promote improving access to the existing monitoring mechanisms, for example on labour rights to prevent the exploitation of women workers. When independent, such mechanisms will prove to be a valuable source of reliable information, on the basis of which better informed law and policy-making can take place.

The UN funds, programmes and agencies will combine their efforts to contribute to the achievement of the outcome. Possible areas of joint work include support to the Parliament; access to information; access to justice; prison reform; awareness-raising of legal rights among vulnerable populations; capacity building for journalists; gender mainstreaming; and the response to violence against women and children. The UN will coordinate its activities closely with the RGC and its development partners through relevant TWGs and other such mechanisms, to avoid duplication and strengthen complementarity and synergies.





4.

ESTIMATED RESOURCES REQUIREMENTS

Structure of Chapter 4:

The estimated financial resources to be mobilized for each UNDAF outcome presented in the UNDAF Results Matrix will be determined through a detailed costing exercise to be undertaken in 2015.

Contributions in response to identified targets will include

- (1) regular resource allocations by each participating UN agency,
- (2) other resources and
- (3) resources that organizations expect to mobilize during the UNDAF cycle.

The costing exercise will result in a range of resource targets per UNDAF outcome being determined. Resource targets will continue to be updated and confirmed in Agency programme documents and work plans according to the procedures and approval mechanisms of each Agency. Resource requirements and availability will be reviewed and updated annually.



A preliminary estimate by UNDAF outcomes is provided below.

UNDAF Outcome	Regular resources	Other resources	Resources to be mobilized	Total
Outcome 1	\$12,000,000	\$25,000,000	\$57,000,000	\$94,000,000
Outcome 2	\$22,000,000	\$1,000,000	\$120,000,000	\$143,000,000
Outcome 3	\$18,000,000	\$10,000,000	\$17,000,000	\$45,000,000

(in US Dollars)



5.

IMPLEMENTATION ARRANGEMENTS

Structure of Chapter 5:

This chapter sets out the implementation arrangements for how the UN system will deliver the UNDAF 2016-2018 results in partnership with the RGC. The implementing arrangements support the use of national systems for implementation, management and monitoring based on international standards, and follow the UN reform principles. Their purpose is to optimize the impact of the programmatic and operational activities of the United Nations.

Partnerships: The UN will continue to align its support to national priorities articulated through the RS III, NSDP 2014-2018, CMDGs and sectoral strategic plans. It will promote strategic partnerships to facilitate the implementation and financing of the SDGs. The UN will work in close partnership with various levels of the government, with CSOs and the private sector.

In keeping with the principles of development effectiveness and national ownership, the UN will coordinate its efforts through national development coordination mechanisms, including joint Government Development Partner Technical Working Groups at sectoral level, under the oversight of the Council for the Development of Cambodia (CDC), as articulated in the National Development Cooperation and Partnerships Strategy (2014-18). The UN will continue its engagement with these mechanisms to ensure alignment with national priorities and development processes, enhance synergies, and strengthen thematic collaboration and policy coordination with the RGC and development partners.

Building on its impartiality and neutrality, the UN will facilitate dialogue between duty-bearers and rights holders, and promote partnerships between all stakeholders across sectors, including civil society. Reflecting its normative mandate, the UN includes vulnerable people and groups at the heart of its development efforts.

Joint programming: The UNDAF 2016-2018 serves as the framework for coordinating joint UN responses to national development priorities and provides a planning instrument for joint programming in specific outcome areas. The UN will strive to drive coherence and leverage synergies through joint programmatic initiatives,

particularly around emerging issues and in common geographical areas, in agreement with line ministries and other development actors.

Operations Management: The UN will enhance linkages between programme and operations in order to ensure efficient operational structure to be in place in support of the UNDAF implementation. As reflected in the UNDG Business Operations Strategy, business operations underlie all programming efforts. Consolidating operational support through common services and harmonized business practices to reduce transaction costs and duplication of effort is therefore a priority.

Collective efforts will contribute to strengthening strategic partnerships, explore non-traditional donors' investment programmes, sharing innovative approaches and UN agencies' expertise, particularly for managing local development, including for mobilization of financial resources.

5.1 COORDINATION MECHANISMS

Efficient coordination within the UN system will ensure achievements and measurable progress, and it will be organized around the following mechanisms:

- UN Country Team (UNCT)
- Office of the UN Resident Coordinator (UNRCO)
- UNDAF Advisory Group (UAG)
- Monitoring and Evaluation Group (M&E Group)
- Operations Management Team (OMT)
- UN Communication Group (UNCG)
- UN Disaster Management Team (DMT) / UN Crisis Management Team (CMT)
- UN Theme Groups/Task forces: Gender, Human Rights, HIV/AIDS, Youth, Climate Change

The UN Country Team (UNCT): Composed of heads of all resident and non-resident UN agencies, funds and programmes, the UNCT is the highest inter-agency coordination and joint decision-making body, ensuring alignment of the UN support to national development priorities and providing internal oversight of the implementation of the UNDAF, including the joint mobilisation of resources. The UN Resident Coordinator (UNRC), who is the head of the UN diplomatic mission in country, leads the UNCT; ensuring UN coherence and alignment of UN programmes with national priorities.

The Office of the UN Resident Coordinator (UNRCO): Reporting to the UN Resident Coordinator, the UNRCO supports the UNCT to advance coherence within the UN system and alignment of UN assistance with national development priorities and acts as the Secretariat for the UNCT.

The UNDAF Advisory Group (UAG): Comprised of Deputy or senior programme officer level representatives from all member agencies of the UNCT (resident and non-resident), the UAG supports the UNCT/RC in the coordination of the UNDAF implementation, monitoring and evaluation, with support from the M&E Group. The UAG explores opportunities for joint programming and resource mobilization, and supports the evaluation of key assumptions and risks underpinning the UNDAF Results Matrix.

The Monitoring and Evaluation (M&E) Group: Reporting to the UAG, the M&E Group supports the continuous monitoring of the UNDAF vis-à-vis the UNDAF Results Matrix, coordinating and providing technical inputs and quality assurance to UNDAF monitoring. It contributes to joint periodical and annual reviews and reports on UNDAF results, including on the implementation of recommendations that emerge from joint monitoring and evaluation activities. The M&E Group helps strengthen the M&E capacity of UN staff and partners and promotes a results-based management and evaluation culture throughout all UNDAF phases.

Theme groups / Task forces (Gender, Human Rights, HIV/AIDS, Youth, Climate Change): The various theme groups and task forces, established around cross-cutting issues identified in the UNDAF, promote coherence in programming to maximize synergies and support progress on UNDAF results and alignment with national priorities. Reporting directly to the UNCT, the thematic groups/task forces are committed to: promote joint programming in relevant thematic areas; the identification of and joint evidence creation and data collection/analysis requirements to support UN common country programming processes; joint advocacy and communication, where there is added value in doing so; monitoring of UNDAF progress vis-à-vis their thematic focus areas, feeding input to UNDAF monitoring and evaluation processes; dialogue and coordination of action on emerging issues; and capacity development across the UN within their thematic areas.

Theme Groups/Task forces are chaired by the Head or Deputy Head of the lead UN agency. Additional thematic taskforces in support of the UNDAF may be established by the UNCT on a needs basis.

The UN Communication Group (UNCG): Composed of communication focal points of UN agencies, the UNCG disseminates UNDAF results achieved, best practices and success stories to promote scaling up. The UNCG supports the development and rollout of joint advocacy initiatives identified by the UNCT and coordination groups.

UN Disaster Management Team (UNDMT) & UN Crisis Management Team (UNCMT): The UNDMT and the UNCMT address disaster risk reduction and response to natural disasters and pandemics in line with national contingency plans as per government emergency coordination and requests.

They are responsible for contingency planning and coordination within the UN and with government and development partners in the implementation of contingency plans, including both preparedness and response.

The Operations Management Team (OMT): The Operations Management Team (OMT) brings together UN organizations' operations managers. It provides the UNCT with recommendations on common services and business-related issues, identifying opportunities for collaboration and innovation to increase the efficiency and effectiveness of UN programmatic work. It provides recommendations on the harmonisation and simplification of operational procedures for the effective implementation of the UNDAF. Under the OMT, the HACT Working Group coordinates the implementation of the Harmonized Approach to Cash Transfer (HACT). Together with the UNCT and UAG, the OMT ensures the application of the UNDG SOPs.



1. The number of colonies is counted by eye or by using a colony counter.
2. The number of colonies is recorded in a notebook and on a data sheet.
3. The number of colonies is used to calculate the concentration of bacteria in the sample.
4. The concentration of bacteria is used to determine the number of bacteria in the sample.
5. The number of bacteria in the sample is used to determine the number of bacteria in the sample.
6. The number of bacteria in the sample is used to determine the number of bacteria in the sample.
7. The number of bacteria in the sample is used to determine the number of bacteria in the sample.

1. The number of colonies is counted by eye or by using a colony counter.
2. The number of colonies is recorded in a notebook and on a data sheet.
3. The number of colonies is used to calculate the concentration of bacteria in the sample.
4. The concentration of bacteria is used to determine the number of bacteria in the sample.
5. The number of bacteria in the sample is used to determine the number of bacteria in the sample.
6. The number of bacteria in the sample is used to determine the number of bacteria in the sample.
7. The number of bacteria in the sample is used to determine the number of bacteria in the sample.



6.

MONITORING AND EVALUATION

Structure of Chapter 6:

The goal of the UNDAF 2016-2018 is to improve the lives of all people living in Cambodia through joint outcomes aligned with the desired results of the RS III, the NSDP 2014-2018, and SDGs/CMDGs. Harmonization of monitoring and evaluation processes with RGC monitoring systems is among the key guiding principles ensuring sustainability and joint ownership of the UNDAF.

The UNDAF 2016-2018 has been developed following a results-based management (RBM) approach, underpinning the Monitoring and Evaluation (M&E) Framework of the NSDP 2014-2018. Progress on delivery will be jointly monitored with the RGC against key indicators for the outcomes as set out in the UNDAF Results Matrix (Annex 1) and the Table of UN Human Rights mechanism recommendations (Annex 2). The data for these indicators will draw on national systems, and has been selected by UN agencies contributing to the outcomes.

The indicators provide a planning instrument for UN programmes and projects and reflect the UN programming principles (Human Rights-Based Approach, Gender Equality, Environmental Sustainability, Results-Based Management and Capacity Development).

Following the latest UNDG guidelines, the UN system in Cambodia will undertake the following M&E activities:

UNDAF Joint Annual Review: The Government and the UNCT annually conduct a strategic review of the UNDAF with the purpose of assessing progress towards achievement of the outcomes agreed in the UNDAF Results Matrix. Progress will be measured against targets set, as well as risks and assumptions made at the design stage assessed and reviewed as needed. The annual review draws lessons and conclusions that feed into the UNDAF implementation, including development of subsequent annual UNCT work plans, UN Theme Group work plans, where applicable, and the M&E Plan.

Gender Scorecard Update: The Gender Scorecard implemented by the UNCT in 2010 and 2014 will be updated in 2017, providing an opportunity to assess progress within the UN system on gender mainstreaming and the promotion of gender equality, and to identify strategies for improving UN system contributions in the following UNDAF cycle. Support to the

Gender Scorecard Update will be provided by the UN Theme Group on Gender.

UNDAF Evaluation: An independent evaluation of the UNDAF 2011-2015 and UNDAF 2016-2018 is foreseen for 2017 to establish the extent of the UN's contribution to the attainment of the UNDAF outcomes, aligned with national development priorities. It will help to determine the relevance, efficiency, effectiveness, impact and sustainability of the UNDAF results; and the coherence of the UN system support to national development priorities. The evaluation will inform the design of the subsequent UNDAF.

Efforts will be made to align the UNDAF Evaluation with RGC evaluation processes and planning. The UNDAF Evaluation will be conducted against the backdrop of the UN's programming principles, commitment to aid effectiveness, and alignment with the Sustainable Development Goals.

Support to strengthening national M&E systems:

The UN in Cambodia is committed to strengthening the quality and accessibility of the existing government monitoring systems, including administrative data sources, and to using them for UNDAF monitoring whenever possible. The UN system will support the RGC to strengthen national monitoring systems, M&E capacity development and the use of data, with specific attention to strengthening availability and analysis of data disaggregated by sex, age, income and region.

To complement data from national survey and administrative sources, the UN will support studies, surveys and evaluations that provide information critical to the monitoring of achievement of expected results, as identified in the Results Matrix.

6.1 MONITORING AND EVALUATION CALENDAR

The following monitoring and evaluation calendar summarises the key surveys, studies, assessments and evaluations that will be used as sources of evidence for tracking and reporting progress on the UNDAF outcomes. Additional studies, surveys and evaluations will be implemented in response to emerging needs depending on availability of resources, and will be updated into the UNDAF Monitoring and Evaluation Plan.²⁸

²⁸ A comprehensive UNDAF Monitoring and Evaluation (M&E) Plan has been developed, identifying key activities to be undertaken in support of monitoring progress across the UNDAF outcome areas; related roles and responsibilities; and the timing of evaluations, studies and surveys conducted by UN agencies and their partners.





Monitoring and Evaluation Calendar

	2015	2016	2017	2018
Surveys, Studies, Assessment	<p>CRUMP (GDP)</p> <p>CSES 2015 (NIS)</p> <p>Cambodia Inter-Censal Population Survey: Secondary Analysis (NIS) End-line assessment of the comprehensive sexuality education program (MoEYS)</p> <p>Stigma Index: Survey on PLHIV and KAPs experiences of and attitudes to stigma and discrimination (CPN+)</p> <p>Baseline assessment of the AIDS epidemic and response (NCHADS)</p> <p>HIV Sentinel Surveillance (HSS) (NCHADS)</p> <p>Global AIDS Response Progress Reporting (GARPR) (NAA)</p> <p>Survey of corruption in the judiciary (OHCHR)</p> <p>School to Work Study (with focus on youth employment) (NIS)</p> <p>Assessment of Decent Work Country Programme (employment, social protection, industrial relations) (Independent Evaluator)</p>	<p>CSES (NIS)</p> <p>Labour Force Survey (NIS)</p> <p>Equity in Health, Education, Nutrition, WASH and Social Protection, domestic violence, aging, teenage fertility, CPR: secondary analysis based on CDHS and CSES (UNICEF/ UNFPA)</p> <p>Child Poverty Study (in-depth analysis of CSES) (UNICEF)</p> <p>Mid-term review of Neary Rattanak IV (MoWA)</p> <p>NSDP Mid Term Review (MoP)</p>	<p>CSES (NIS)</p> <p>HIV Behavioural Sentinel Surveillance (BSS) (NCHADS)</p>	<p>CSES (NIS)</p> <p>General Population Census (NIS)</p> <p>Global AIDS Response Progress Reporting (GARPR) (NAA)</p>

Evaluations	Impact Evaluation of Child Friendly Schools at Primary Education (UNICEF)	Evaluation of Health Sector Support Programme II (MoH)	UNDAF Evaluation	Mid-term review of Health Strategic Plan III 2016-2020 (MoH)
	Gender Equality Outcome Evaluation (UNDP)	Thematic UNDAF evaluations of outcome components	Final Evaluation of EYAW Programme (UN Women)	
Monitoring Systems	Environment and Climate Change (Outcome Evaluation) (UNDP)			
	Education Management Information System (EMIS)			
	Health Information System			
	Commune Database			
	CamInfo			
	Technical Vocational Education Training Management Information System (TVETMIS)			
	Convention on the Rights of the Child Database (CRC)			
M&E Capacity development	DevInfo			
	Statistical literacy (UNICEF)	Statistical literacy (UNICEF)	UN programming principles (RBM, HRBA, Gender Equality, Capacity Development, Environmental Sustainability) (UAG, M&E Group, RCO)	UN programming principles (RBM, HRBA, Gender Equality, Capacity Development, Environmental Sustainability) (UAG, M&E Group, RCO)
Reviews	Gender responsive monitoring, evaluation and reporting (UN Women)	Equity-focused Planning, Monitoring and Evaluation (UAG, M&E Group, RCO)	UN programming principles (RBM, HRBA, Gender Equality, Capacity Development, Environmental Sustainability) (UAG, M&E Group, RCO)	Joint Review of UNDAF Final Evaluation
	Joint Annual Review	UN programming principles (RBM, HRBA, Gender Equality, Capacity Development, Environmental Sustainability) (UAG, M&E Group, RCO)	Joint Annual Review	Gender Scorecard Update





ANNEXES

**7.1 ANNEX 1:
UNDAF RESULTS MATRIX**

**7.2 ANNEX 2:
MATRIX OF SELECTED UN
HUMAN RIGHTS MECHANISM
RECOMMENDATIONS**

ANNEX 1: UNDAF 2016-2018 RESULTS MATRIX

[Key indicators at outcome level only]

UNDAF OUTCOME 1: SUSTAINABLE, INCLUSIVE GROWTH AND DEVELOPMENT

By 2018, people living in Cambodia, in particular youth, women and vulnerable groups, are enabled to actively participate in and benefit equitably from growth and development that is sustainable and does not compromise the well-being, natural and cultural resources of future generations.

Contributing UN Agencies: FAO, IAEA, ILO, UNCDF, UNDP, UNEP, UNESCO, UNFPA, UN-Habitat, UNIDO, UNODC, UN Women, WFP

INDICATORS, BASELINE, TARGET	MEANS OF VERIFICATION	RISKS AND ASSUMPTIONS	ROLE OF PARTNERS
<p>PARTICIPATION: Indicator 1.1: Percentage share of national consumption by households in the two lowest quintiles</p> <p>BASELINE: Quintile 1: 10% (2013) Quintile 2: 14% (2013)</p> <p>TARGET: 2 Quintile 1: 17% (2018) Quintile 2: 20% (2018)</p>	<p>BASELINE AND TARGET: CSES 2013, 2018</p>	<p>RISK:</p> <ul style="list-style-type: none"> An economic downturn in its main trading partners would reduce the growth rate in Cambodia. This in turn would have a negative effect on the income levels of the poorest and would reduce the revenue generation capacity of the Government with less resources for wealth redistribution as a consequence Government poverty reduction policies are not effectively implemented <p>ASSUMPTION:</p> <ul style="list-style-type: none"> Government regulatory reforms encouraging investment and diversification of the economy are 	<p>GOVERNMENT: CARD, MAFF, MoC, MRD, MIH, MoP, MoH, MoWA, MoLVT:</p> <ul style="list-style-type: none"> Implementation of social policies Development and implementation of investment and pro-employment policies <p>NON-UN AND DEVELOPMENT PARTNERS: GIZ, JICA, EU, ADB, SDC, Sida, WB, USAID and others:</p> <ul style="list-style-type: none"> Facilitation of partnership Funding, technical assistance and investments Technical support <p>CSOS, PRIVATE SECTOR AND MEDIA: NGO Forum, CEDAC, GRET, OXFAM, HKI, CARE International RACHA, CeiAgrid, iDE, SNV, AVSF, WVI, MEDICAM, PADEX, Plan International and others:</p> <ul style="list-style-type: none"> Support to implementation of government policies Investment in line with government priorities and international norms and standards

<p>EQUITABLE BENEFIT:</p> <p>Indicator 1.2: Percentage of persons employed in the formal sector¹ as a share of total employed population disaggregated by age, location and gender</p> <p>BASELINE: 40.6% (2013)</p> <p>TARGET: 50% (2018)</p>	<p>BASELINE AND TARGET:</p> <p>CSES, 2013, 2018</p> <p>Labour Force survey, 2012, 2018 (TBC)</p>	<p>maintained and provide income opportunities for the most vulnerable</p>	<ul style="list-style-type: none"> ◆ Transmit knowledge and technology ◆ Technical inputs ◆ Advocacy <p>UN AGENCIES: UNDP, FAO, UNCDF, UNICEF, UNIDO, UN Women, WHO, WFP</p>
	<p>RISK:</p> <ul style="list-style-type: none"> ◆ Insufficient fit between the skills of the work force and the needs of the formal sector (skills mismatch) ◆ Labour disputes and informal fees discourage investments in the formal sector. <p>ASSUMPTIONS:</p> <ul style="list-style-type: none"> ◆ Transition of enterprises from informal to formal sector is voluntary and actively supported by appropriate policies and positive incentives ◆ Regional/Decentralized employment creation is pursued by the Government ◆ Disaggregated data will be available through the CSES ◆ Allocation of national budgets for health care, education, and social protection 		<p>GOVERNMENT: MAFF, MIH, MoVLT, MoC, MRD, MoWA and CARD.</p> <p>NON-UN AND DEVELOPMENT PARTNERS: EU, ADB, WB and GIZ and others</p> <p>CSOS, PRIVATE SECTOR AND MEDIA: NGO Forum, CCC, CEDAC, GRET, OXFAM, CeIAgrid, iDE, PADEX, WVI, SNV and others</p> <p>UN AGENCIES: ILO, FAO, UNCDF, UNIDO, WFP</p>

¹ Formal sector corresponds to "paid sector" in the CSES

ANNEX 1: UNDAF 2016-2018 RESULTS MATRIX

INDICATORS, BASELINE, TARGET	MEANS OF VERIFICATION	RISKS AND ASSUMPTIONS	ROLE OF PARTNERS
<p>SUSTAINABILITY: Indicator 1.3: Percentage of expenses for climate change in the total public expenditure BASELINE: 17.5% (2014) TARGET: 20% (2018)</p>	<p>BASELINE: NSDP 2014-18 TARGET: NSDP review report, 2018 MoE, 2018</p>	<p>RISK:</p> <ul style="list-style-type: none"> ◆ Conflicting demands for public funds ◆ Government attention to the impact of climate change on the poor reduced ◆ Weak monitoring, including of sectoral investments ◆ Indexes may be too imprecise to capture changes in the short time of the UNDAF. <p>ASSUMPTIONS:</p> <ul style="list-style-type: none"> ◆ Government regulatory frameworks increasingly encourage sustainable use of natural resources and prevention of pollution. ◆ Government actively pursues the targets of the NSDP ◆ Government contributes data to inform the creation of the indices. ◆ The Environmental Performance Index will continue to be generated every two years 	<p>GOVERNMENT: MoE, MAFF, MoH, MRD, MME and MPWT</p> <p>NON-UN AND DEVELOPMENT PARTNERS: GIZ, JICA, EU, ADB, WB, DANIDA, KOICA, IUCN and others</p> <p>CSOS, PRIVATE SECTOR AND MEDIA: NGO Forum, OXFAM, RECOFTC, WWF, CI, PACT, Plan International</p> <p>UN AGENCIES: UNDP, FAO, UNCDF, UNEP, UNICEF, UNIDO, UN-HABITAT, WHO</p>
<p>Indicator 1.4: Environmental Performance Index of Cambodia² BASELINE: 35,44 (2014) TARGET: Minimum 35,44 (2018)</p>	<p>BASELINE AND TARGET: Environmental Performance Index by Yale and Columbia Universities and World Economic Forum, 2014, 2018</p>		
<p>Indicator 1.5: Index for Cambodia Policies and Institutions for Environmental Sustainability³ BASELINE: 3.0 (2013) TARGET: 3.5 (2018)</p>	<p>BASELINE AND TARGET: CPIA⁴ index for environmental sustainability, 2013, 2018</p>		

<p>RESILIENCE: Indicator 1.6: Agriculture growth rate BASELINE: 4.2% (2014) TARGET: 4% (2018)</p>	<p>BASELINE: ◆ NSDP 2014-18 TARGET: ◆ NSDP review report, 2018 ◆ MEF annual report</p>	<p>RISK:</p> <ul style="list-style-type: none"> ◆ Natural disasters affect the productivity of agriculture ◆ Loss of preferential market access ◆ Low private sector investment in the agriculture sector due to insufficient profitability ◆ Low private sector investment in industry due to unavailability of skilled labour and high production costs <p>ASSUMPTIONS:</p> <ul style="list-style-type: none"> ◆ Government regulatory reforms encourage investment and diversification of the economy ◆ Government actively pursues the targets of the NSDP ◆ Input prices for agriculture and industry remain stable ◆ Disaggregation of the components of the MPI by gender, age and location will be possible 	<p>GOVERNMENT: CARD, MAFF, MOWRAM, MIH, MME, MoC, MoVLT, MoT and MEF</p> <p>NON-UN AND DEVELOPMENT PARTNERS: Australia, GIZ, JICA, EU, ADB, WB, KOICA, IUCN, USAID and others</p> <p>CSOS, PRIVATE SECTOR AND MEDIA: NGO Forum, CEDAC, GRET, FFI, OXFAM, WWF, CI, Plan International, Farmers Associations, Chambers of Commerce</p> <p>UN AGENCIES: FAO, IAEA, ILO, UNCDF, UNDP, UNIDO, WFP</p>
<p>Indicator 1.7: Percentage share of employment by agriculture sector, industrial sector and service sector in total GDP BASELINE: ◆ Agriculture: 60% (2014) ◆ Industry: 11% (2014) ◆ Service: 29% (2014) TARGET: ◆ Agriculture: 56% (2018) ◆ Industry: 13% (2018) ◆ Service: 31% (2018)</p>	<p>BASELINE: ◆ NSDP 2014-2018 TARGET: ◆ MAFF annual report, 2018 ◆ CSES, 2018</p>		
<p>Indicator 1.8: Share of population identified as multidimensionally poor according to the Multidimensional Poverty Index (MPI)⁵ BASELINE: 46.8% (2014) TARGET: 41% (2018)</p>	<p>BASELINE AND TARGET: ◆ UNDP Human Development Report, 2014, 2018</p>		

² The Environmental Performance Index ranks how well countries perform on high-priority environmental issues in two broad policy areas: protection of human health from environmental harm and protection of ecosystems.

³ Index for Policy and Institutions for environmental sustainability assess the extent to which environmental policies foster the protection and sustainable use of natural resources and the management of pollution within nine environmental themes: air pollution, water pollution, waste, freshwater resources, marine and coastal resources, ecosystem and biodiversity, commercial renewable resources, non-renewable resource. (rating 1=low to 6=high).

⁴ Country Policy and Institutional Assessment (CPIA) of the World Bank Group.

⁵ The MPI identifies overlapping deprivations at the household level across the same three dimensions as the Human Development Index (health, education and living standards) and shows the average number of poor people and deprivations with which poor households contend

ANNEX 1: UNDAF 2016-2018 RESULTS MATRIX

[Key indicators at outcome level only]

UNDAF OUTCOME 2: SOCIAL DEVELOPMENT, SOCIAL PROTECTION, AND HUMAN CAPITAL

By 2018, more people, especially vulnerable, poor and marginalized groups, are equitably benefiting and contributing from affordable, sustainable and quality social services and protection and have gained enhanced skills to achieve and contribute to social and human development.

Contributing UN Agencies: FAO, IAEA, ILO, OHCHR, UNAIDS, UNDP, UNESCO, UNFPA, UNICEF, UNV, WFP, WHO

INDICATORS, BASELINE, TARGET	MEANS OF VERIFICATION	RISKS AND ASSUMPTIONS	ROLE OF PARTNERS																		
<p>Indicator 2.1: Enrolment and completion rate in basic education including ECE, disaggregated by sex, location</p> <p>2.1.1 Net enrolment rate of Early Childhood Education for children aged 3-5 years old</p> <table border="1"> <thead> <tr> <th></th> <th>BASELINE (2013)</th> <th>TARGET (2018)</th> </tr> </thead> <tbody> <tr> <td>Total (T)</td> <td>33.4</td> <td>55</td> </tr> <tr> <td>Female (F)</td> <td>33.6</td> <td>55</td> </tr> </tbody> </table>		BASELINE (2013)	TARGET (2018)	Total (T)	33.4	55	Female (F)	33.6	55	<p>BASELINE AND TARGET: Education Congress Report, 2013, 2018</p>	<p>RISK:</p> <ul style="list-style-type: none"> ◆ Loss of teaching hours due to natural hazards (floods, cyclones) ◆ School attendance does not reach target due to high incentive to drop out of lower secondary school <p>ASSUMPTION:</p> <ul style="list-style-type: none"> ◆ Increased national budgeting for expanding ECE and improving quality of basic education ◆ Capacities are further strengthened at all levels of the education system for the effective implementation of the EFA and CFS initiatives ◆ The RGC will put in place mechanisms and incentives that attract qualified teachers to rural areas 	<p>GOVERNMENT: MoEYS</p> <ul style="list-style-type: none"> ◆ Policy development, infrastructure, teacher training and welfare, service delivery, supervision and monitoring <p>NON-UN AND DEVELOPMENT PARTNERS: Donors, NGOs</p> <ul style="list-style-type: none"> ◆ including members of the TWG on Education - Technical inputs and support, and advocacy <p>UN AGENCIES: UNICEF, UNESCO</p>									
	BASELINE (2013)	TARGET (2018)																			
Total (T)	33.4	55																			
Female (F)	33.6	55																			
<p>2.1.2 Percentage of qualified primary education teachers⁶ in Ratanakiri, Preah Vihear, Mondulakiri and Siem Reap</p> <table border="1"> <thead> <tr> <th></th> <th>BASELINE (2013)</th> <th>TARGET (2018)</th> </tr> </thead> <tbody> <tr> <td>Nationwide</td> <td>T=49 ; F=50</td> <td>TBC*</td> </tr> <tr> <td>Mondulakiri</td> <td>T=15; F=18</td> <td>TBC*</td> </tr> <tr> <td>Ratanakiri</td> <td>T=20; F=20</td> <td>TBC*</td> </tr> <tr> <td>Preah Vihear</td> <td>T=13; F=16</td> <td>TBC*</td> </tr> <tr> <td>Siem Reap</td> <td>T=27; F=32</td> <td>TBC*</td> </tr> </tbody> </table>		BASELINE (2013)	TARGET (2018)	Nationwide	T=49 ; F=50	TBC*	Mondulakiri	T=15; F=18	TBC*	Ratanakiri	T=20; F=20	TBC*	Preah Vihear	T=13; F=16	TBC*	Siem Reap	T=27; F=32	TBC*	<p>BASELINE AND TARGET: MoEYS HRMIS annual data 2013, 2018</p>		
	BASELINE (2013)	TARGET (2018)																			
Nationwide	T=49 ; F=50	TBC*																			
Mondulakiri	T=15; F=18	TBC*																			
Ratanakiri	T=20; F=20	TBC*																			
Preah Vihear	T=13; F=16	TBC*																			
Siem Reap	T=27; F=32	TBC*																			

<p>2.1.3 Lower secondary school gross enrolment rate in four North Eastern provinces, disaggregated by gender</p> <p>BASELINE TARGET (2013) (2018) T & F=TBC* F=54.2 T=40.5 T & F=TBC* F=42.7 T=38.9 T & F=TBC* F=38.3 T=29.4 T & F=TBC* F=27.1 T=36.9 T & F=TBC* F=37.2</p>	<p>BASELINE AND TARGET: EMIS 2013, 2018</p>	<ul style="list-style-type: none"> National qualification standards for teachers will be applied to all provinces as of 2015 Provincial level targets will be established for the provincial ESP 	
<p>Indicator 2.2: Completion rate of TVET graduates with employment status, disaggregated by sex</p> <p>2.2.1 Student graduation rate from formal TVET programmes, CQF levels 2-4, offered by public TVET institutions</p> <p>BASELINE: Total =TBC; of which F=23% (2013) TARGET: Total=TBC*; of which F=30% (2018)</p> <p>2.2.2 Percentage of graduates transitioning into employment within 6 months of graduation from TVET</p> <p>BASELINE: Total= TBC; F= TBC (2012-2013) TARGET: Total=90% (2017-2018)</p>	<p>Baseline: TVETMIS, 2012-2013</p> <p>Target: TVETMIS, 2018</p>	<p>RISK:</p> <ul style="list-style-type: none"> Delays in study on graduates' employment status, due to be conducted within 6 months following their graduation. Loss of teaching hours due to natural hazards (floods, cyclones) <p>ASSUMPTIONS:</p> <ul style="list-style-type: none"> Quality assurance framework is continued Through improved quality and relevance of TVET, drop-out rates from formal TVET courses (CQF Levels 2 and above) are decreased Availability of funding and alignment of donor support to RGC priorities 	<p>GOVERNMENT: MoLVT</p> <ul style="list-style-type: none"> Policy development, infrastructure, service delivery including TOT, supervision, monitoring and coordination <p>NON-UN AND DEVELOPMENT PARTNERS: ADB, JICA, KOICA, SDC</p> <ul style="list-style-type: none"> Technical inputs and support to implementation and delivery Private sector, including private training schools: Quality assurance and support to delivery of services <p>UN AGENCIES: ILO, UNESCO, UNIDO</p>

* To be established in 2015

6 Qualified primary education teachers require at least Upper Secondary Certificate plus two-year pedagogical training.

ANNEX 1: UNDAF 2016-2018 RESULTS MATRIX

INDICATORS, BASELINE, TARGET	MEANS OF VERIFICATION	RISKS AND ASSUMPTIONS	ROLE OF PARTNERS															
<p>Indicator 2.3.7: Maternal and newborn health coverage and contraceptive prevalence</p>																		
<p>2.3.1 Skilled Attendance at Birth</p> <table border="1"> <thead> <tr> <th></th> <th>BASELINE (2013)</th> <th>TARGET (2018)</th> </tr> </thead> <tbody> <tr> <td>T Nationwide</td> <td>75.12%</td> <td>91%</td> </tr> <tr> <td>Mondulkiri</td> <td>48%</td> <td>70%</td> </tr> <tr> <td>Ratanakiri</td> <td>56%</td> <td>75%</td> </tr> <tr> <td>Stung Treng</td> <td>55.6%</td> <td>75%</td> </tr> </tbody> </table>		BASELINE (2013)	TARGET (2018)	T Nationwide	75.12%	91%	Mondulkiri	48%	70%	Ratanakiri	56%	75%	Stung Treng	55.6%	75%	<p>BASELINE AND TARGET: HIMIS 2013, 2018</p>	<p>RISK:</p> <ul style="list-style-type: none"> Limited government budget to support training on life saving skills and interventions, and on health system. Shortfall of supply of contraceptives. Declining external resources for HIV and possibly other health issues <p>ASSUMPTIONS:</p> <ul style="list-style-type: none"> Reproductive, sexual health and rights, maternal and new-born health remain a key priority of the RGC, which is reflected through increased national budget 	<p>GOVERNMENT: MoH</p> <ul style="list-style-type: none"> Policy development, infrastructure, health staff training and welfare, service delivery, supervision and monitoring <p>NON-UN AND DEVELOPMENT PARTNERS: Donors, NGOs</p> <ul style="list-style-type: none"> including members of the TWG Health and the TWG HIV: Technical inputs and policy advice, funding and emergency response <p>UN AGENCIES: UNAIDS, UNICEF, WFP, FAO, UNFPA, WHO</p>
	BASELINE (2013)	TARGET (2018)																
T Nationwide	75.12%	91%																
Mondulkiri	48%	70%																
Ratanakiri	56%	75%																
Stung Treng	55.6%	75%																
<p>2.3.2 ANC 4</p> <table border="1"> <thead> <tr> <th></th> <th>BASELINE (2013)</th> <th>TARGET (2018)</th> </tr> </thead> <tbody> <tr> <td>Nationwide</td> <td>72%</td> <td>85%</td> </tr> <tr> <td>Mondulkiri</td> <td>42%</td> <td>62%</td> </tr> <tr> <td>Ratanakiri</td> <td>32%</td> <td>52%</td> </tr> <tr> <td>Stung Treng</td> <td>45%</td> <td>65%</td> </tr> </tbody> </table>		BASELINE (2013)	TARGET (2018)	Nationwide	72%	85%	Mondulkiri	42%	62%	Ratanakiri	32%	52%	Stung Treng	45%	65%	<p>BASELINE AND TARGET: HIMIS 2013, 2018</p>		
	BASELINE (2013)	TARGET (2018)																
Nationwide	72%	85%																
Mondulkiri	42%	62%																
Ratanakiri	32%	52%																
Stung Treng	45%	65%																
<p>2.3.3 Contraceptive prevalence rate</p> <table border="1"> <thead> <tr> <th></th> <th>BASELINE (2013)</th> <th>TARGET (2018)</th> </tr> </thead> <tbody> <tr> <td>Nationwide</td> <td>34%</td> <td>46%</td> </tr> <tr> <td>Mondulkiri</td> <td>39%</td> <td>43%</td> </tr> <tr> <td>Ratanakiri</td> <td>39%</td> <td>43%</td> </tr> <tr> <td>Stung Treng</td> <td>34%</td> <td>39%</td> </tr> </tbody> </table>		BASELINE (2013)	TARGET (2018)	Nationwide	34%	46%	Mondulkiri	39%	43%	Ratanakiri	39%	43%	Stung Treng	34%	39%	<p>BASELINE AND TARGET: HIMIS 2013, 2018</p>		
	BASELINE (2013)	TARGET (2018)																
Nationwide	34%	46%																
Mondulkiri	39%	43%																
Ratanakiri	39%	43%																
Stung Treng	34%	39%																
<p>2.3.4 Percentage of HIV positive pregnant women who receive PMTCT services</p> <table border="1"> <thead> <tr> <th></th> <th>BASELINE (2013)</th> <th>TARGET (2018)</th> </tr> </thead> <tbody> <tr> <td>T</td> <td>72%</td> <td>92%</td> </tr> </tbody> </table>		BASELINE (2013)	TARGET (2018)	T	72%	92%	<p>BASELINE AND TARGET: NCHADS & NCMCH annual reporting, 2013, 2018</p>											
	BASELINE (2013)	TARGET (2018)																
T	72%	92%																

<p>Indicator 2.4: Nutrition and WASH status</p> <p>2.4.1 Percentage of children aged 0-59 months stunted (height-for-age more than 2 standard deviations below normal), disaggregated by sex, wealth and location</p> <table border="1"> <thead> <tr> <th></th> <th>BASELINE (2010)</th> <th>TARGET (2018)</th> </tr> </thead> <tbody> <tr> <td>Phnom Penh</td> <td>25.1%</td> <td>20%</td> </tr> <tr> <td>Mondulkiri</td> <td>54.9%</td> <td>44%</td> </tr> </tbody> </table> <p>2.4.2 Percentage of children age 6-23 months living with their mother who are fed according to three IYCF feeding practices based on 4+ food groups</p> <table border="1"> <thead> <tr> <th></th> <th>BASELINE (2010)</th> <th>TARGET (2018)</th> </tr> </thead> <tbody> <tr> <td>Phnom Penh</td> <td>23.1%</td> <td>35%</td> </tr> <tr> <td>Mondulkiri</td> <td>17.7%</td> <td>30%</td> </tr> </tbody> </table> <p>2.4.3 Percentage of families using improved sanitation facility in Phnom Penh and Mondulkiri</p> <table border="1"> <thead> <tr> <th></th> <th>BASELINE (2013)</th> <th>TARGET (2018)</th> </tr> </thead> <tbody> <tr> <td>Nationwide</td> <td>38%</td> <td>60%</td> </tr> <tr> <td>Phnom Penh</td> <td>91%</td> <td>94%</td> </tr> <tr> <td>Mondulkiri</td> <td>20%</td> <td>28%</td> </tr> </tbody> </table>		BASELINE (2010)	TARGET (2018)	Phnom Penh	25.1%	20%	Mondulkiri	54.9%	44%		BASELINE (2010)	TARGET (2018)	Phnom Penh	23.1%	35%	Mondulkiri	17.7%	30%		BASELINE (2013)	TARGET (2018)	Nationwide	38%	60%	Phnom Penh	91%	94%	Mondulkiri	20%	28%	<p>BASELINE: CDHS , 2010⁸</p> <p>TARGET: Survey conducted by MOH with UN support, 2018</p> <p>BASELINE: CDHS , 2010⁹</p> <p>TARGET: Survey conducted by MOH with UN support, 2018</p> <p>BASELINE AND TARGET: Commune database 2013, 2018</p>	<p>RISK:</p> <ul style="list-style-type: none"> ◆ Dependency on partner institutions and contextual factors (political, epidemiological, and related to the impacts of major disasters and climate change). <p>ASSUMPTIONS:</p> <ul style="list-style-type: none"> ◆ Availability of funding and alignment of donor support to RGC priorities ◆ Resources and commitment to conduct a focused demographic survey in Phnom Penh and Mondulkiri on stunting and on availability of sanitation facilities 	<p>GOVERNMENT: CARD</p> <ul style="list-style-type: none"> ◆ Coordination of SP and FSN <p>MAFF</p> <ul style="list-style-type: none"> ◆ Food security response <p>MRD and MoP</p> <ul style="list-style-type: none"> ◆ Coordination and monitoring of WASH <p>MoH</p> <ul style="list-style-type: none"> ◆ National health sector response to nutrition <p>NON-UN AND DEVELOPMENT PARTNERS: Donors, NGOs and CSOs</p> <ul style="list-style-type: none"> ◆ including members of the FSN TWG and the WASH TWG: Technical inputs and support and advocacy <p>UN AGENCIES: UNICEF, FAO, WFP, IAEA</p>
	BASELINE (2010)	TARGET (2018)																															
Phnom Penh	25.1%	20%																															
Mondulkiri	54.9%	44%																															
	BASELINE (2010)	TARGET (2018)																															
Phnom Penh	23.1%	35%																															
Mondulkiri	17.7%	30%																															
	BASELINE (2013)	TARGET (2018)																															
Nationwide	38%	60%																															
Phnom Penh	91%	94%																															
Mondulkiri	20%	28%																															

⁷ MMR, IMR, U5MR will continue to comprise focus areas for relevant UN agencies. The indicators above seek to measure the interventions / show the added value of UN interventions to address MMR and IMR in particular.

⁸ Exact data available by 2016

⁹ Exact data available by 2016

ANNEX 1: UNDAF 2016-2018 RESULTS MATRIX

INDICATORS, BASELINE, TARGET	MEANS OF VERIFICATION	RISKS AND ASSUMPTIONS	ROLE OF PARTNERS									
<p>Indicator 2.5: Percentage of poor households, employed labour force benefiting from social protection programs/schemes (social assistance and social insurance)</p>		<p>RISK:</p> <ul style="list-style-type: none"> ◆ Social assistance does not benefit target populations due to inclusion and exclusion errors ◆ Limited donor funding for social sector/protection 	<p>GOVERNMENT: CARD and line ministries</p> <p>NON-UN AND DEVELOPMENT PARTNERS: Development Partners supporting NSSF, CBHI, HEF</p> <p>UN AGENCIES: UNICEF, ILO, WHO, WFP, UNDP, UNAIDS</p>									
<p>2.5.1 Number of poor households benefiting from social assistance programmes</p>	<p>BASELINE AND TARGET: CARD SP database, 2014, 2018</p>	<p>ASSUMPTIONS:</p> <ul style="list-style-type: none"> ◆ Availability of government fiscal space for social protection programmes and schemes ◆ Social sector/protection coordination mechanisms and systems in place and functional ◆ The NSSF will implement the Social Health Insurance Branch by December 2014 and progressively extend to nationwide coverage and will cover the dependents of those insured by 2017 										
<table border="0"> <thead> <tr> <th></th> <th>BASELINE (2014)</th> <th>TARGET (2018)</th> </tr> </thead> <tbody> <tr> <td>Health</td> <td>2.6 millions</td> <td>3 millions</td> </tr> <tr> <td>Education</td> <td>496,652 students</td> <td>0.5 million students</td> </tr> </tbody> </table>		BASELINE (2014)	TARGET (2018)	Health	2.6 millions	3 millions	Education	496,652 students	0.5 million students	<p>BASELINE AND TARGET: NSSF Annual Report</p>		
	BASELINE (2014)	TARGET (2018)										
Health	2.6 millions	3 millions										
Education	496,652 students	0.5 million students										
<p>2.5.2 Percentage of employed labour force benefiting from social insurance schemes of the National Social Security Fund (NSSF)</p>												
<table border="0"> <thead> <tr> <th></th> <th>BASELINE (2014)</th> <th>TARGET (2018)</th> </tr> </thead> <tbody> <tr> <td>EII¹⁰</td> <td>14.55%</td> <td>21%</td> </tr> <tr> <td>SHI¹¹</td> <td>0.3%</td> <td>30%</td> </tr> </tbody> </table>		BASELINE (2014)	TARGET (2018)	EII ¹⁰	14.55%	21%	SHI ¹¹	0.3%	30%			
	BASELINE (2014)	TARGET (2018)										
EII ¹⁰	14.55%	21%										
SHI ¹¹	0.3%	30%										

<p>Indicator 2.6: Proportion of social sector budget to the total recurrent budget</p> <p>2.6.1 Selected social sector budget allocation as a proportion of total recurrent budget</p> <table border="1"> <thead> <tr> <th></th> <th>BASELINE (2014)</th> <th>TARGET (2018)</th> </tr> </thead> <tbody> <tr> <td>Health</td> <td>11.8%</td> <td>15.2%</td> </tr> <tr> <td>Education</td> <td>16.2%</td> <td>19.6%</td> </tr> <tr> <td>Soc.Affairs</td> <td>6.8%</td> <td>5.6%</td> </tr> <tr> <td>Rural Dev.</td> <td>1.3%</td> <td>1.8%</td> </tr> </tbody> </table> <p>2.6.2 Social protection budget allocation as a proportion of total recurrent budget</p> <table border="1"> <thead> <tr> <th></th> <th>BASELINE (2014)</th> <th>TARGET (2018)</th> </tr> </thead> <tbody> <tr> <td>Social Protection</td> <td>8.3</td> <td>11</td> </tr> <tr> <td>Social assistance Programme</td> <td>2.3</td> <td>5</td> </tr> </tbody> </table>		BASELINE (2014)	TARGET (2018)	Health	11.8%	15.2%	Education	16.2%	19.6%	Soc.Affairs	6.8%	5.6%	Rural Dev.	1.3%	1.8%		BASELINE (2014)	TARGET (2018)	Social Protection	8.3	11	Social assistance Programme	2.3	5	<p>RISKS:</p> <ul style="list-style-type: none"> ◆ Budget revenue targets are not met due to external shocks on Cambodian economy and/or limited fiscal space to prioritize funding to the social sector <p>ASSUMPTIONS:</p> <ul style="list-style-type: none"> ◆ Budget is aligned to NSDP indicative recurrent budget 2014-2018 ◆ Tax administration and budget reform strategic direction are improved and achieved ◆ Annual inflation is maintained at target (5%) ◆ Information on the Budget Law is available for analysis <p>BASELINE AND TARGET: Budget Law by MEF, 2014, 2018</p> <p>BASELINE AND TARGET: Budget Law by MEF, 2014, 2018</p>	<p>GOVERNMENT: MEF, MoSAVY, MoEYS, CARD</p> <p>NON-UN AND DEVELOPMENT PARTNERS: Members of TWG-FSN and TWG-SP:</p> <ul style="list-style-type: none"> ◆ DPs: Technical inputs and support ◆ NGOs and CSOs: Technical inputs and support, advocacy and monitoring <p>UN AGENCIES: UNICEF, UNAIDS, UNDP</p>
	BASELINE (2014)	TARGET (2018)																								
Health	11.8%	15.2%																								
Education	16.2%	19.6%																								
Soc.Affairs	6.8%	5.6%																								
Rural Dev.	1.3%	1.8%																								
	BASELINE (2014)	TARGET (2018)																								
Social Protection	8.3	11																								
Social assistance Programme	2.3	5																								

¹⁰ Employment Injury Insurance

¹¹ Social Health Insurance

ANNEX 1: UNDAF 2016-2018 RESULTS MATRIX

[Key indicators at outcome level only]

UNDAF OUTCOME 3: GOVERNANCE AND HUMAN RIGHTS

By 2018, national and sub-national institutions are more transparent and accountable for key public sector reforms and rule of law; are more responsive to the inequities in the enjoyment of human rights of all people living in Cambodia; and increase civic participation in democratic decision-making.

Contributing UN Agencies: ILO, OHCHR, UNAIDS, UNCDF, UNDP, UNESCO, UNFPA, UN-HABITAT, UNHCR, UNICEF, UNODC, UN WOMEN, WHO

INDICATORS, BASELINE, TARGET	MEANS OF VERIFICATION	RISKS AND ASSUMPTIONS	ROLE OF PARTNERS
<p>Indicator 3.1: Level of follow-up and implementation by ministries of selected recommendations by UN Human Rights mechanisms and the UN Convention on Anti-Corruption (UNCAC) Implementation Review Mechanism</p> <p>BASELINE: Some progress made on implementing UPR and UN Human Rights Treaty Body recommendations, and UNCAC Implementation Review Mechanism currently ongoing (2014)</p> <p>TARGET: By 2018, selected UPR and UN Human Rights Treaty Body recommendations and recommendations regarding Chapters III and IV of UNCAC mostly implemented by 9 ministries</p>	<p>BASELINE AND TARGET: Reports of UN Human Rights Treaty Bodies and UNCAC Implementation Review Mechanism</p> <p>National policy and programme documents</p> <p>Assessments and evaluations conducted by UN agencies</p>	<p>RISK:</p> <ul style="list-style-type: none"> Limited agreement established on coordinated multistakeholder, inter-ministerial responses required to implement selected recommendations of UN HR mechanisms and UNCAC, inhibiting timely progress <p>ASSUMPTION:</p> <ul style="list-style-type: none"> Increased follow-up to UN HR mechanism recommendations will result in changes in the progressive realization of enjoyment of human rights by all people in Cambodia Priority accorded by stakeholders to UN HR Treaty Body recommendations and UNCAC is backed up by adequate technical resources to support the RGC to respond in timely manner, and by jointly agreed targets and tracking mechanisms 	<p>PARLIAMENT: Oversight, treaty ratification, enacting laws</p> <p>MINISTRIES: MoEYS, Ministry of Information, Ministry of Interior, MoJ, MoLVT, MLMUPC, MoPT, MoSAVY, MoWA</p> <ul style="list-style-type: none"> Knowledge management, coordination, implementation and monitoring <p>NON-UN AND DEVELOPMENT PARTNERS: Members of the TWGs:</p> <ul style="list-style-type: none"> DPs: Technical inputs and support NGOs and CSOs: Technical inputs and support, advocacy and monitoring IOM <p>UN AGENCIES: OHCHR, FAO, ILO, UNAIDS, UNDP, UNESCO, UNFPA, UNHCR, UNICEF, UNODC, UN Women, WHO</p>

<p>Indicator 3.2: Open availability of information on nationally adopted user fees for judicial and labour migration services</p> <p>BASELINE: 0 (2014)</p> <p>TARGET: 2 - By 2018, information is publicly available on nationally adopted user fees for judicial and labour migration services</p>	<p>BASELINE AND TARGET:</p> <p>Websites of relevant Government institutions</p> <p>Assessments and evaluations conducted by UN agencies</p>	<p>RISK:</p> <ul style="list-style-type: none"> Currently insufficient measures are in place to ensure regulation and monitoring of user fees for judicial and labour migration services, increasing the risk of corruption in the context of these processes and rendering public service delivery less effective and responsive <p>ASSUMPTIONS:</p> <ul style="list-style-type: none"> Multi-stakeholder engagement and commitment to introduction and implementation of standardized fees Sufficient resources and tools are introduced to ensure application of user fee lists by judicial and labour migration service providers (including recruitment agencies), including monitoring enforcement and conducting systemic inspections Introduction of appropriate policy and regulatory framework to ensure effective enforcement and sanctions for non-compliance increase adoption and implementation of fees 	<p>GOVERNMENT: MoJ, MoI, MoLVT</p> <ul style="list-style-type: none"> Knowledge management, coordination and implementation <p>NON-UN AND DEVELOPMENT PARTNERS: Members of the NCCT-MWG; TWGG-Women's Economic Empowerment WG; TWGLJR: Technical inputs and support, and advocacy</p> <ul style="list-style-type: none"> DPs: Technical and financial support NGOs and CSOs: Technical inputs and support, advocacy and monitoring Trade Unions and employers' associations: Advocacy and monitoring IOM <p>UN AGENCIES: ILO, OHCHR, UN Women</p>
---	--	--	--

ANNEX 1: UNDAF 2016-2018 RESULTS MATRIX

INDICATORS, BASELINE, TARGET	MEANS OF VERIFICATION	RISKS AND ASSUMPTIONS	ROLE OF PARTNERS
<p>Indicator 3.3: Proportion of national recurrent revenue transferred to sub-national administrations as a result of function assignment</p> <p>BASELINE: 0% (2014) TARGET: 0.5% (2018)</p>	<p>BASELINE: NCDDS Annual Report (2014)</p> <p>TARGET: NCDDS Annual Report (2018)</p>	<p>RISK:</p> <ul style="list-style-type: none"> ◆ If disbursements to sub-national administrations are not accurate and timely, this will have a negative impact on capacity to execute substantive functions <p>ASSUMPTION:</p> <ul style="list-style-type: none"> ◆ Cambodia's 3-Year Implementation Plan (IP3) of the National Programme for Sub-National Development will be implemented in timely manner, and will provide a conceptual and institutional framework for strengthening accountability of public administration 	<p>MINISTRIES: MoI/NCDD, MoH, MRD, MoSVY, MAFF:</p> <ul style="list-style-type: none"> ◆ Knowledge management and coordination <p>NON-UN AND DEVELOPMENT PARTNERS: Bilaterals and multilaterals: GIZ, EU, ADB, SDC, Sida, WB</p> <ul style="list-style-type: none"> ◆ Technical and financial support ◆ NGOs and CSOs ◆ Technical inputs and advocacy <p>UN AGENCIES: UNFPA, UNICEF, UNCDF</p>
<p>Indicator 3.4: Percentage of labour disputes conciliated within the established regulatory timeframe</p> <p>BASELINE: 55% of collective labour disputing points successfully conciliated within the established regulatory timeframe in 2013</p> <p>TARGET: By 2018, 70% of collective labour disputing points successfully conciliated</p>	<p>BASELINE : MoLVT's database and records (2013)</p> <p>TARGET: MoLVT's database and records (2018)</p>	<p>RISK:</p> <ul style="list-style-type: none"> ◆ Limited/inadequate technical capacities may hamper the conciliation of labour disputes, especially in expanded industry sectors <p>ASSUMPTION:</p> <ul style="list-style-type: none"> ◆ An increase in the number of labour disputing points resolved within the established regulatory timeframe will reflect that the labour disputing system has become more effective and fair, and more attentive to the specific needs and interests of women and youth 	<p>MINISTRY: MoLVT</p> <ul style="list-style-type: none"> ◆ Knowledge management and coordination <p>NON-UN AND DEVELOPMENT PARTNERS:</p> <ul style="list-style-type: none"> ◆ Arbitration Council: Technical support and monitoring ◆ Employers' associations and trade unions: Support, advocacy and implementation <p>UN AGENCIES: ILO, OHCHR</p>

	<ul style="list-style-type: none"> ◆ With technical assistance, the RGC will accelerate the resolution of labour disputes 			<p>MINISTRY: MoWA</p> <ul style="list-style-type: none"> ◆ Knowledge management and coordination, policy advocacy on gender equality in political decision-making <p>NEC</p> <ul style="list-style-type: none"> ◆ Monitoring and oversight of the electoral process and procedures <p>NON-UN AND DEVELOPMENT PARTNERS: Members of the TWG-G: Technical inputs and support, and advocacy</p> <ul style="list-style-type: none"> ◆ DPs: Technical and financial support ◆ NGOs AND CSOs: Technical inputs and support, advocacy and monitoring <p>UN AGENCIES: UN Women, OHCHR, UNDP and UNFPA</p>
	<p>RISK:</p> <ul style="list-style-type: none"> ◆ Attitudes toward gender roles and stereotyping will continue to slow the realization of gender equality in decision-making positions in public office./limited progress towards gender roles and stereotyping continue to slow realization of gender equality in decision-making positions in public office <p>ASSUMPTION:</p> <ul style="list-style-type: none"> ◆ Strategic approaches to promoting women's leadership in decision-making are enhanced and implemented by actors across sectors at national and sub-national levels ◆ The greater participation of women in political decision-making indicates equitable, inclusive democratic decision-making 	<p>BASELINE: NEC data 2013</p> <p>TARGET: NEC data 2018</p> <p>BASELINE: NEC data 2012</p> <p>TARGET: NEC data 2017</p>	<p>Indicator 3.5: Proportion of women participating in political decision-making at the national and local level</p> <p>3.5.1. Proportion of seats held by women in the National Assembly</p> <p>BASELINE: 20.3% seats in the National Assembly held by women (2013)</p> <p>TARGET: By 2018, 25% of seats in the National Assembly held by women</p> <p>3.5.2. Proportion of seats held by women in commune / sangkat councils</p> <p>BASELINE: 18% of seats in commune/sangkat councils are held by women (2012)</p> <p>TARGET: By 2017, 25% of seats in the National Assembly held by women</p>	

ANNEX 1: UNDAF 2016-2018 RESULTS MATRIX

INDICATORS, BASELINE, TARGET	MEANS OF VERIFICATION	RISKS AND ASSUMPTIONS	ROLE OF PARTNERS
<p>Indicator 3.6: Existence of standardized minimum services for VAW/C victims and survivors in line with international standards</p> <p>BASELINE: 0 (2014)</p> <p>TARGET: By 2018, standardized minimum services for VAW/C victims and survivors are available in 3 provinces</p>	<p>BASELINE AND TARGET: MoWA annual reporting MoH annual reporting Official documents on nationally agreed standard service packages, incl. operational guidelines Assessments and evaluations conducted by UN agencies</p>	<p>RISK:</p> <ul style="list-style-type: none"> ◆ Lack of effective coordination by MoWA, LMs and service providers impedes progress on implementation of minimum standards of services at national and sub-national levels <p>ASSUMPTION:</p> <ul style="list-style-type: none"> ◆ Capacities of MoWA, LMs and service providers are enhanced at different levels to implement the 2nd NAPVAW ◆ MoWA and LMs will support adoption of minimum standards of services, and together with CSO service providers, will commit financial resources to improve services in the long term 	<p>MINISTRIES:</p> <p>MoWA</p> <ul style="list-style-type: none"> ◆ Knowledge management and coordination, and policy advocacy on VAW <p>MoSAVY</p> <ul style="list-style-type: none"> ◆ Knowledge management and coordination on VAC <p>MoI</p> <ul style="list-style-type: none"> ◆ Knowledge management and implementation of coordinated law enforcement strategies and methods for responding to VAW/C <p>MoH</p> <ul style="list-style-type: none"> ◆ Knowledge management and implementation of coordinated approaches and strategies for health sector response to VAW/C <p>NON-UN AND DEVELOPMENT PARTNERS:</p> <p>Members of the TWG-GBV</p> <ul style="list-style-type: none"> ◆ Technical inputs and support, advocacy, dissemination of research findings and best practices, and programming in response to findings <p>UN AGENCIES: UN Women, UNICEF, UNFPA, OHCHR, UNAIDS, WHO</p>

<p>Indicator 3.7: Number of prisoners in pre-trial detention, disaggregated by sex and age</p> <p>BASELINE: 3,566 prisoners in pre-trial detention in May 2014, including 321 women (322 minors, including 9 girls)</p> <p>TARGET: 3,200 prisoners in pre-trial detention in total (to be disaggregated by sex and age)</p>	<p>BASELINE : Ministry of Interior data, May 2014</p> <p>TARGET: Ministry of Interior data, 2018</p>	<p>RISK:</p> <ul style="list-style-type: none"> ◆ Slow implementation of the judicial reform agenda impedes progress on reducing the number of pre-trial detainees. A decrease in the number of detainees may also reflect failures in the justice system <p>ASSUMPTION:</p> <ul style="list-style-type: none"> ◆ Capacities in the judicial and penal systems are enhanced and improvements made to promoting alternatives to detention, especially for children; this will lead to a decrease in the number of pre-trial detainees 	<p>MINISTRY: MoJ</p> <ul style="list-style-type: none"> ◆ Knowledge management and coordination <p>NON-UN AND DEVELOPMENT PARTNERS: Members of the TWG-LJR and CSOs</p> <ul style="list-style-type: none"> ◆ Technical inputs and support, monitoring, and advocacy <p>UN AGENCIES: OHCHR, UNICEF, UNODC, UN Women</p>
--	--	--	--

ANNEX 2: MATRIX OF SELECTED UN HUMAN RIGHTS MECHANISM RECOMMENDATIONS¹

NO	SELECTED UN HR MECHANISM RECOMMENDATIONS	RELATED INDICATOR	BASELINE	TARGET	REPORTING AGENCIES	RELEVANT GOVERNMENT MINISTRIES AND OTHER AUTHORITIES FOR MEANS OF VERIFICATION	REPORTING TIMEFRAME		
							2016	2017	2018

UNDAF OUTCOME 3, INDICATOR 1: LEVEL OF FOLLOW-UP AND IMPLEMENTATION BY MINISTRIES OF SELECTED RECOMMENDATIONS BY UN HUMAN RIGHTS MECHANISMS AND THE UN CONVENTION ON ANTI-CORRUPTION (UNCAC) IMPLEMENTATION REVIEW MECHANISM

1.1	UPR 118.6 Ratify the International Convention on the Protection of the Rights of All Migrants Workers and Members of their Families.	Ratification of the International Convention on the Protection of the Rights of All Migrants Workers and Members of their Families	Cambodia signed the Convention in 2004. Technical assistance has been provided to the Ministry of Labour to prepare for ratification.	The International Convention on the Protection of the Rights of All Migrants Workers and Members of their Families is ratified by the Royal Government of Cambodia.	UN Women OHCHR ILO IOM	MoLVT – MFA sources	X		
1.2	UPR 118.111 Ensure full respect, in law and in practice, for the freedom of peaceful assembly and association, consistent with international law.	Extent to which the Trade Union Law in process of development is compliant with international law on issues of freedom of assembly and association. Extent of application of the Law on Peaceful Demonstrations.	The current draft of the Trade Union Law is not in full compliance with ILO's Convention 87 and 98 The Law on Peaceful Demonstrations is not applied uniformly	Trade union law properly consulted with relevant stakeholders and adopted in full compliance with ILO Conventions 87 and 98. No reported instances of excessive use of force by Cambodian authorities during	ILO OHCHR	MOLVT Mol Provincial Governors Police Gendarmerie ILO Committee on the Application of Standards	X		

ANNEX 2: MATRIX OF SELECTED UN HUMAN RIGHTS MECHANISM RECOMMENDATIONS¹

NO	SELECTED UN HR MECHANISM RECOMMENDATIONS	RELATED INDICATOR	BASELINE	TARGET	REPORTING AGENCIES	RELEVANT GOVERNMENT MINISTRIES AND OTHER AUTHORITIES FOR MEANS OF VERIFICATION	REPORTING TIMEFRAME		
							2016	2017	2018
1.5	UPR 118.96 Strengthen law enforcement authorities	Level of law enforcement capacity to identify and counter drug and human trafficking, smuggling of migrants, forest and wildlife crime, illegal money flows and goods.	Limited capacity of law enforcement officers to address transnational organized crime and illicit trafficking, including weak border control and cooperation and lack of coordinated responses and regional cooperation.	Strengthened capacities of law enforcement officials to respond to transnational organized crime and illicit trafficking through improved border control and coordination capacities and mechanisms established for coordinated policy, operational responses and regional cooperation supported	UNODC IOM UNHCR	Mol/Cambodian National Police, General Secretariat of Immigration	X	X	X
1.6	C/KHM/2013/CO/4-5 Para 17: The State Party continue harmonizing and strengthening the national machinery for the advancement of women (...)	Number of GMAPs that are fully integrated into Line Ministry planning and budgeting cycles.	0.	5 GMAPs are fully integrated into Line Ministry planning and budgeting cycles.	UNDP UNFPA UN Women With UNTGG members²	MoWA, CNCW	X	X	X

1.7	<p>CRC/C/KHM/CO/2</p> <p>Para 78: The State Party ensure, through adequate legal provisions and regulations, that all children victims and/or witnesses of crimes are provided with the protection required by the CRC and United Nations Guidelines on Justice in Matters Involving Child victim and Witnesses of Crime.</p> <p>Para 37: To guarantee free birth registration for all, regardless of their parent's legal status and origins.</p> <p>UPR 118.25 Implement and strengthen policies and laws to protect and promote the rights of persons with disabilities and ensure that these mechanisms enjoy a human rights based approach consistent with the CRPD and in consultation with civil society.</p>	<p>Compliance of national laws and regulations on child victims and witnesses of crimes with CRC standards.</p> <p>Proportion of children under 5 whose birth are registered.</p>	<p>Limited provisions in domestic legislation on the treatment of child victims in the criminal justice process.</p> <p>62% of births among children under 5 are registered. (CDHS, 2010)</p>	<p>CRC compliant provisions made to the treatment of child victims.</p> <p>80% of births among children under 5 are registered</p> <p>Comprehensive monitoring mechanism for the Law on Protection and Promotion of the Rights of Persons with Disabilities and the National Strategic Plan on Disability (2014-2018) is established.</p>	<p>UNICEF OHCHR</p> <p>UNICEF OHCHR</p> <p>UNDP WHO UNICEF OHCHR</p>	<p>MoJ / MoSAVY / Mol, CNCC / CHRC</p> <p>Mol, MoJ, CNCC</p> <p>DAC - MoSAVY</p>	<p>X</p> <p>X</p> <p>X</p>	<p>X</p> <p>X</p> <p>X</p>
1.8								

¹ This list of recommendations will be updated on an annual basis by OHCHR, in consultation with relevant UN agencies.

² UN Theme Group on Gender members include FAO, ILO, OHCHR, UNAIDS, UNDP, UNESCO, UNFPA, UNV, UN Women (Chair), WFP, WHO

ANNEX 2: MATRIX OF SELECTED UN HUMAN RIGHTS MECHANISM RECOMMENDATIONS¹

NO	SELECTED UN HR MECHANISM RECOMMENDATIONS	RELATED INDICATOR	BASELINE	TARGET	REPORTING AGENCIES	RELEVANT GOVERNMENT MINISTRIES AND OTHER AUTHORITIES FOR MEANS OF VERIFICATION	REPORTING TIMEFRAME		
							2016	2017	2018
1.9	C/KHM/2013/CO/4-5 Para 33(c): intensify age-appropriate education on sexual and reproductive rights in schools on gender relations and responsible sexual behaviour in order to combat teenage pregnancies	Coverage of Comprehensive Sexuality Education (CSE) for students in grades 5,6,7,8,10 and 11.	14% of all schools provided CSE to grade 5,6,7,8,10 and 11 students in 2013. 12% of all grade 5,6,7,8,10 and 11 students completed the CSE curriculum in 2013.	By 2018, 65% of all schools provide CSE to grade 5,6,7,8,10 and 11 students in 2013. By 2018, 63% of all grade 5,6,7,8,10 and 11 students complete the CSE curriculum.	UNFPA UNESCO	EMIS - ICHAD/ MoEYS	X	X	X
1.10	C/KHM/2013/CO/4-5 Para 43 (a) Improve women's access to land and tenure security, ensure that land acquisitions for economic and other concessions follow due process; (b) Recognize that forced evictions (...) disproportionately affect women,	Extent of implementation of the CEDAW recommendations on women's access to land (C/KHM/2013/CO/4-5, para 43).	Economic land concessions and forced evictions expose particularly women, children and elderly to heightened risk of poverty and insecurity. The granting of land concessions has particularly impacted women and girls in areas related to labour, livelihoods, security, and family	Marked progress on implementation of CEDAW recommendations (para 43 a-d): Increased tenure security for women through provision of land titles to women and reduction in evictions.	OHCHR ILO UN-HABITAT UN Women	MLMUPC, Ministry of Interior, MoJ, MoWA	X	X	X

<p>and take immediate measures to protect women and girls from further evictions;</p> <p>(c) Promptly investigate, and wherever appropriate, prosecute cases of intimidation and harassment by law enforcement personnel against women human rights defenders advocating for land rights;</p> <p>(d) Ensure that evicted communities are relocated to sites which enable women to access their places of employment, schools, health care centers (including sexual and reproductive care), community centers, and other services and amenities necessary to ensure the realization of their rights under the Convention.</p>	<p>structure and roles.</p> <p>Women also face difficulties in terms of property registration and land title, reducing their security of tenure and making them more vulnerable to land concessions granted on the land they inhabit.</p> <p>Women activists involved in land disputes report harassment and intimidation to themselves and their families, which has taken a toll on their family relations and psychological welfare.</p> <p>No nationally defined minimum legal standards exist to regulate eviction and relocation. Resettlement sites often lack basic infrastructure, especially access to water and sanitation, and resettled families often have difficulties securing sources of livelihoods.</p>	<p>Development of legal framework governing evictions and relocations ensuring that specific needs of women and children are mainstreamed.</p> <p>Prosecution of those found guilty of intimidation and harassment of women human rights defenders advocating for land rights.</p> <p>Relocation sites provide infrastructure and facilities sufficient to protect rights established under the Convention.</p>
---	--	---

¹ This list of recommendations will be updated on an annual basis by OHCHR, in consultation with relevant UN agencies.



អង្គការសហប្រជាជាតិកម្ពុជា
United Nations in Cambodia

**Office of the United
Nations Resident
Coordinator in Cambodia**

No. 53, Pasteur Street,
Boeung Keng Kang I,
P.O. Box 877, Phnom Penh,
Cambodia

Tel: (855) 23 216 167
(855) 23 217 193

Fax: (855) 216 257
(855) 23 721 042

E-mail: un.cambodia@one.un.org

<http://www.un.org.kh>